

District 18, U. M. W. of A.

**RATES
AND
CONDITIONS**

As amended by
RESOLUTION
ADOPTED AT THE
ANNUAL MEETING
Held at

District 18, U. M. W. of A.

**RATES
AND
CONDITIONS**

**AS ADJUSTED
AND AMENDED BY
COMMISSIONER
W. H. ARMSTRONG**

27TH JUNE AND JULY 31ST, 1917

L834-4398

4.19
10

4.19

15

16.76

20.95

41.9

41.9

62.85

58.66

7.55

58.66

9.95

14

68.60

4.54

56

126

170

708

OFFICIAL ORDER

OF

W. H. ARMSTRONG

Director of Coal Operations

Defining the Conditions of Employment between

**The Western Coal Operators'
Association**

and

District 18, U. M. W. of A.

By virtue of the authority vested in me by Order of the Committee of the Privy Council, passed under the Provisions of the War Measures Act of Canada, 1914, I hereby direct the owner, agent and manager of every coal mine and coke producing plant in the coal fields of Southeastern British Columbia and Southwestern Alberta, known as District 18 forthwith to open said coal mine and said coke producing plant, and resume operations upon the following conditions and rates as to employment of labor therein.

The conditions and rates as set out in the Tentative Agreement arranged between District 18 of the United Mine Workers of America and The Western Coal Operators' Association in or about March, 1917, shall apply, with the following additions and amendments:

(a) Seven and One-half Per Cent. (7½%) increase upon all wages scheduled to said Tentative Agreement.

(b) Clause entitled "Stoppage of Work" and the words within brackets in the "Form of Order" set out in Clause entitled "Deductions" shall be eliminated.

(c) These conditions and rates shall be effective from April 1st, 1917, to April 1st, 1919, save that the rates shall apply to date only to employees who have continued at work since April 1st, 1917, under Clause entitled "Employees To Care for Mine" and to rescue labor at No. 3 Mine, Coal Creek.

(d) A Commission shall be appointed consisting of a man chosen by the Operators, a man chosen by the Miners, and one appointed by the Government, who shall, four months from April 1st, 1917, and every succeeding four months thereafter, if asked by either the Operators or the Miners, inquire into the cost of living as to the increase or decrease thereof, and adjust the wage scale as may be found necessary by such increase or decrease, but so that the scale of wages hereby fixed shall be a minimum basis throughout the said period.

(e) Clause entitled "Settlement of Local and General Disputes" shall be amended so that I shall act as or appoint the Independent Chairman mentioned therein.

(f) Any other matters of difference existing now are to be agreed upon by the men and the Operators after resumption of work, and in the event of non-agreement shall be decided by myself.

DATED at Calgary, this 27th day of June, 1917.

W. H. ARMSTRONG,
Director.

Agreement entered into between:—

**DISTRICT NO. 18 OF THE UNITED MINE
WORKERS OF AMERICA,**

Of the First Part,

—and—

**THE WESTERN COAL OPERATORS'
ASSOCIATION,**

Of the Second Part.

IT IS MUTUALLY UNDERSTOOD AND AGREED that the following conditions and rates shall govern the parties hereto for a period ending March the Thirty-first, 1919, and that the parties hereto will meet in conference Thirty (30) days prior to the expiration of this Agreement to discuss a renewal thereof.

Management of Mine:

The right to hire and discharge, the management of the mine and in the direction of the working forces are vested exclusively in the Company, and the United Mine Workers of America shall not abridge this right.

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.

Open Shop:

It is distinctly understood and agreed between the parties that there is to be no discrimination on the part of the Companies against Union men, or on the part of the Union men against Non-union men employed.

Settlement of Local and General Disputes:

(a) In case any disputes or grievances arise under this Agreement or any local Agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company, or any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor, by personal application to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter; and in the event of them agreeing, their decision shall be final.

(b) In case of any local dispute arising in any mine and failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter; and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred, in writing, to the Commissioner of The Western Coal Operators'

Association and the President of District No. 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than Fourteen (14) days, with a Joint Committee of Six (6), composed of the Commissioner of the Western Coal Operators' Association, the General Manager or General Superintendent of the mine where the dispute arose, and another appointed by him; the President of District No. 18, United Mine Workers of America, the President and Secretary of the local where the dispute arose, and one other District Officer. If they agree, their decision shall be binding upon both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman; and failing to agree upon an Independent Chairman, the Commissioner of The Western Coal Operators' Association and the President of District No. 18, United Mine Workers of America, shall ask the Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the Miners, Mine laborers and all other parties involved must continue to work pending investigation and until final decision has been reached; but where Miner, Miners, Mine laborer or Mine laborers has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled.

If the claim be made within Five (5) Days, where a man or men has or have been unjustly discharged, the case shall be dealt with according

to this Article; and if it is proven that he or they have been unjustly dealt with, he or they shall be reinstated. If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee as provided for in Clause 6 to decide what amount (if any) is to be paid.

(e) Any breach of this Agreement by any of the parties hereto is not to void the said Agreement, but the same is to be continued in full force and effect.

(f) If the Commissioner of The Western Coal Operators' Association or the President of District No. 18, United Mine Workers of America, are unable, on account of sickness or absence from the District, to attend to the duties hereinbefore set out, these duties in the first instance would be assumed by either the President or Vice-President of The Western Coal Operators' Association, and in the second instance by either the Vice-president or Secretary of District No. 18, United Mine Workers of America. Due notice of who would attend to these duties to be sent immediately, in the first instance, to the Party of the First Part, and in the second instance to the Party of the Second Part.

(g) All settlements and decisions that have been made and are in effect should be considered in taking up disputes, during the life of this Agreement.

Duties of Pit Committee:

The Pit Committee shall be a Committee of three (3) in each mine or other plant covered by this Agreement, selected by the employees working at

such mine or other plant from among their own number, except one (1) member may be a Checkweighman or an Officer of the Local Union, not necessarily an employee of the Company. This member must previously have been selected as Checkweighman or Officer from amongst the employees of the aforesaid mine or other plant. Due notice of such selection, properly certified in writing, shall be given to the Company.

The duties of the Pit Committee shall be confined to the settlement of disputes between the Pit Boss or Foreman and any employee working in or around the mines, arising out of this Agreement and all Agreements made in connection therewith; the Pit Boss or Foreman, and man or men, having failed to agree.

The Pit Committee, in discharge of its duties, shall, under no circumstances, go around the mine, for any cause whatever, unless called upon by the Pit Boss or Foreman, or by a Miner or Dayman, who may have a grievance, which he has first tried to and cannot settle with the Boss.

Members of the Pit Committee employed as Daymen shall not leave their places of duty during working hours except by permission of the Pit Boss or Foreman, or in cases involving the stoppage of the mine.

New Work:

Whenever any new work arises a price for which has not been provided for in this Agreement, on the request of the Company or the Miners, a Joint Committee of Six (6), composed of the Commissioner of The Western Coal Operators' Association, the

General Manager or General Superintendent of the mine where the price is asked for, and another appointed by him; the President of District No. 18, United Mine Workers of America, the President or Secretary of the Local where the price is asked for, and one other District Officer, shall meet within Fourteen (14) days. If they agree, their decision shall be binding upon both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman; and failing to agree upon an Independent Chairman, the Commissioner of The Western Coal Operators' Association and the President of District No. 18, United Mine Workers of America, shall ask the Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties.

In making the prices for New Work, the Committee shall be guided by existing prices in the same mine or other mines in the neighborhood.

Meantime, if the work is continued until such price has been arranged, all men shall be paid on the Day Wage Scale.

Employees Not Under Jurisdiction:

All employees connected with the Management of the Mine are not to be under the jurisdiction of the United Mine Workers of America, or be members thereof, and shall include the following:

Mine Manager or Superintendent, Overman or Assistant Overman, Pit Bosses, Firebosses, Boss Driver, Stable Boss, Master Mechanic, Electricians, Weighman, Head Carpenter, Head Blacksmith, Tiple or Breaker Foreman, Loader Boss, Night

II

Watchman, Coke Oven Foreman, Outside Foreman, and all other Foremen, Time-keepers, Coal Inspectors and Head Lampmen.

Construction and Extensive Repairs:

It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the United Mine Workers of America.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs, and the employees thereon are to be excluded as above when employed on such work only.

Deductions:

The Operators agree to make deductions from Union members' wages for such amount as they have definite continuous orders for from the individuals, with specified sum as limit of deduction.

FORM OF ORDER.

To-----191-----

I authorize and empower you to deduct and pay to the Secretary-Treasurer of Local Union-----, U. M. W. of A. (or to the Treasurer of the Western Coal Operators' Association, in case of penalties incurred in accordance with the "Stoppage of Work"

Clause, and until the full amount of such penalties is paid), from my earnings, from month to month, the sum of \$5.00 or (except in the case of penalties incurred) such less amount as may be designated by the Secretary.

(Signed)-----

Witness-----

Penalty for Absence from Work:

When any employee absents himself from his work for a period of Two (2) days, unless through sickness or by first having properly arranged with the Pit Boss or Foreman and obtained his consent, he may be discharged. All employees whose absence would cause any stoppage of work must, before absenting themselves, properly arrange with or notify the Pit Boss or Foreman for or of their absence, otherwise they may be discharged. Any employee who habitually, to the extent of Five (5) Days per Month, absents himself from work, may be discharged.

Stoppage of Work:

(a) If any employee or employees shall cause a stoppage of work, in violation of this Agreement, he or they shall be subject to discharge by the Company, without recourse.

(b) Should any officer of the U.M.W. of A. or any local Union or its members employed at any mine cause the mine or any part of the mine to shut down, in violation of this Agreement, each member of the U.M.W. of A. employed at said mine, except those who continue at work, shall pay One

Dollar (\$1.00) for each day or part of a day that the mine or part of the mine is thus thrown idle.

Should any operator or his representative cause a mine or part of a mine to shut down, in violation of this Agreement, he shall pay One Dollar (\$1.00) per man affected for each day or part of a day that the mine or part of the mine is thus thrown idle.

(c) Whenever at any mine one or more men regularly employed at Day Work refuse or fail to work because of any grievance, he or they shall pay One Dollar (\$1.00) for each day or part of a day that he or they refuse to work.

(d) If any mine is shut down, in violation of this Agreement, the International and District Organizations or The Western Coal Operators' Association, as the case may be, shall insist that necessary steps be taken promptly to put the mine or mines in operation, and compel all parties to submit their grievance for adjustment in the manner as provided in this Agreement.

(e) All payments to be paid by the employees under this Agreement shall be collected by the Operator from the pay for the time in which the violation of the Agreement occurred or from the first money due thereafter, and the Operator shall remit the same to the Treasurer of The Western Coal Operators' Association or The Trusts and Guarantee Company, Limited. A failure on the part of the Operator to do so shall make him liable to a further payment of Fifty (50) per cent. of the amount involved.

(f) All payments to be paid by the Operator shall be remitted to the Treasurer of District No. 18, U.M.W. of A., or The Trusts and Guarantee Company, Lim-

ited, within Twenty (20) days after the President and Secretary of the local Union have officially notified said Operator, in writing, of the demand and the cause of the payment. Said notice shall be given within Ten (10) days of from the date of the alleged violation.

(g) If any local Union or Operator claims that a payment has been collected contrary to the terms of this Agreement, they shall have the right of appeal to the President of District No. 18 and the Commissioner of The Western Coal Operators' Association for a hearing and determination of the case, and pending such decision the moneys so collected shall be paid to The Trusts and Guarantee Company, Limited, to be held by them until a decision is made. Any appeal under this clause not settled within Thirty (30) days from the date of appeal must be arbitrated in the same manner as is provided in "Settlement of Local and General Disputes." Any payment reversed or remitted under this Clause shall, in the case of the Operator, be returned to him, and in the case of the Miner it shall be returned to the Local Union having jurisdiction at the mine affected, and by it paid to the parties from whom it was originally collected.

(h) In event of any moneys being deposited with the said The Trusts and Guarantee Company, Limited, and no appeal taken within Thirty (30) days, The Trusts and Guarantee Company, Limited, will pay the money deposited to and on the order of the party for whom it was collected. In case of an appeal, a certified copy of the decision rendered shall be sufficient order to pay the money to the party in whose favor the decision is made.

Checkweighman and Checkmeasurers:

The Company will grant the right to the Miners to employ Checkweighers and Checkmeasurers, and will grant the said Checkweighers and Checkmeasurers every facility to enable them to render a correct account of all coal weighed or checked, and will allow the cars to be tared from time to time, and the machine to be properly tested from time to time, and will deduct from the wages of all Contract Miners such amounts as may be designated from time to time, and will pay over the same to the Checkweigher or Checkweighers, Checkmeasurer or Checkmeasurers.

Preference of Employment:

In case an 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.

Minimum Rate:

When a Miner's working place becomes deficient owing to any abnormal conditions, or where coal in any district becomes too hard, preventing him from earning the minimum wage of \$3.55 per shift, the Company shall pay him a sufficient amount to secure him the said minimum, providing he has done a fair day's work.

Miners Taken to do Company Work:

The Company shall pay the sum of \$3.55 per day for all miners taken from Contract Work to do Company work.

Delivery of Material:

In accordance with the Coal Mines Regulation Act

of British Columbia and Alberta, the Company will, at all times, deliver an adequate supply of suitable timber, rails, ties, planks and sheet iron at the nearest cross-cut to the face of all raise workings, and in places where the regular pit cars go to the working face, without being handled by the Miner, they shall be delivered on the cars to the working face; in other places Across the Pitch; the timber, rails, ties, planks and sheet iron will be delivered at the mouth of the room.

Loading of Coal From Chutes:

In pitching seams, where chutes are used, the Company will handle all coal placed in the chutes by the Miners.

Doctor and Hospital Arrangements:

The matter of Doctor and Hospital arrangements is to be arranged between the employees and the Doctor, and when so arranged the Company agree to make the collection for that purpose. This is subject in British Columbia to the Laws of the Province.

In camps where Doctor and Hospital arrangements have already been made and are satisfactory, the customs prevailing in such camps shall continue.

Store:

It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

Holidays:

The following days only shall be observed as Holidays:

New Year's Day, Good Friday, May First, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, District and International Election Day, Christmas Day.

Funerals:

In the event of an instantaneous death by an accident in the mine or outside the mine, the Miners underground and all other employees may suspend work in the seam where the accident occurred on the day of the accident, but shall resume work on the following day and continue to work till the day of the funeral, when it is optional with them whether they shall work or not.

Sub-Contracting:

No sub-contracting shall be allowed in any mine operated by the Company; but this shall not apply to the employment of Backhands.

Employees to Care for Mine:

In case of either local or general suspension of mining, either at the expiration of this Agreement or otherwise, the Engineers, Firemen and Pumpmen shall not suspend work, but shall, when mining is suspended, fully protect all the Company's property under their care, and operate fans and pumps; and lower and hoist such men and supplies as may be required to protect the Company's property and any and all coal required to keep up steam at the Company's plant; but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

Single Shift:

The single shift system in rooms and pillars shall be adhered to as far as practicable.

Wet Places:

A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing, or where standing water is sufficient to wet a man's clothing above his knees shall be considered a "wet place."

Rock Miners:

Where a man is engaged on rock work where hammer and steel are used, he shall be considered a "rock miner" and paid rock miner's wages.

If an air drill is used, the driller shall be paid machine runner's wages, and the helper paid machine runner's helper's wages. The other men engaged shall be classed as "Miners or Laborers," as may be.

When a man is engaged on work in both rock and coal, if the amount of loose rock is greater than the amount of loose coal he shall be classed as a "rock miner", and where the amount of loose coal is greater than the amount of loose rock he shall be classed as a "coal miner."

Brushing:

When a man is engaged on brushing, either top or bottom, using the usual drills and tools, he shall be classed as a "coal miner." If the brushing is done by hammer and steel, he shall be classed as a "rock miner."

Timbermen taking out rock while engaged in re-timbering or repairing shall not be classed as "rock miners."

Retirement:

Where any employee has drawn his time before the regular payday, he thereby severs his connection with the Company, and any alleged grievance he may have ceases to be a question for consideration under this Agreement.

Chinese Labor:

The United Mine Workers of America do not in any way prohibit the employment of Chinese in or around the mine, but where such labor is employed they shall be paid the scale for such work, with the following provisions, i.e., that where they are now employed at Bankhead and Canmore the present rates shall not be interfered with in any way by the United Mine Workers of America during the life of this Agreement.

Oil:

Present conditions to prevail.

Pay-day:

All wages earned by any person or persons employed in or about a mine from the First day to the Fifteenth day of each month, both days inclusive, shall be paid on the First Saturday of the following month, and all wages earned from the Sixteenth day to the Last day of each month, both days inclusive, shall be paid on the Third Saturday of the following month.

Provided, however, that if the said First or Third Saturday of any month is a holiday, the wages payable on such Saturday shall be paid on the Friday next preceding such Saturday.

Any employee desiring to leave the service of the Company, on his request shall be paid all moneys due him within Two (2) 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 possible, 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.

On all Company work, the Company shall employ such class of men as the work requires and at the rate of wages provided for in this Agreement.

Contract Not to be Voided by Miners' Constitution Rules:

This contract is in no case to be set aside because of any rule of the United Mine Workers of America now in force or which may hereafter be adopted; nor is this contract to be set aside by reason of any provision in the National, District or Local Constitutions.

Overtime:

All overtime shall be paid for at the Scale Rate per hour.

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OUTSIDE WAGES

Occupation	Per Day	Hours
Bottom Man -----	\$3.66	9
Slate Pickers (Boys) -----	1.76	9
Slate Pickers (Men) -----	3.16	9
Car Oilers (Men) -----	3.16	9
Car Oilers (Boys) -----	2.13	9
Tally Boys -----	1.76	9
Teamsters -----	3.66	9
Blacksmiths -----	4.72	9
Blacksmiths' Helpers -----	3.67	9
Carpenters -----	4.72	9
Carpenters' Helpers -----	3.67	9
Power House Engineers -----	5.35	11
Power House Engineers -----	4.77	9
Power House Engineers -----	4.19	8
Fan Men -----	3.67	11
Hoisting Engineers -----	3.97	8
Hoisting Engineers -----	4.63	9
Hoisting Engineers -----	5.35	11
Incline Engineers -----	4.19	9
Tail Rope Engineers -----	4.46	8

Occupation	Per Day	Hours
Tail Rope Engineers -----	4.72	9
Endless Rope Engineers -----	4.08	9
Box Car Loader Engineer -----	4.19	9
Tipple Engineer -----	4.19	9
Screen Engine Tender -----	3.34	9
Locomotive Engineer -----	4.19	9
Locomotive Switchman -----	3.78	9
Fireman -----	3.66	8
Fireman -----	4.16	9
Fireman -----	4.72	11
Fireman's Helper -----	3.34	9
Water Tender -----	4.02	11
Railway Car Handler -----	3.28	9
Tipple Dumper (Man) -----	3.66	9
Tipple Dumpers' Helpers -----	3.33	9
Tipple Dumper (Boy) -----	2.13	9
Top Cagers -----	3.33	9
Car Repairer -----	4.19	9
Car Repairer's Helper -----	3.67	9
Breaker Engineer -----	4.19	9
Lampman (Depending upon number of lamps and skill of man) -----	3.16-3.66	8
Lampman (Depending upon number of lamps and skill of man) -----	3.16-4.19	11
Machinists -----	4.19-4.72	9
Machinists' Helper -----	3.67	9
Ashman -----	3.16	9
Ashman -----	3.66	11
Wiper (Man) -----	3.66	11
Coupler (Man) -----	3.16	9
Coupler (Boy) -----	2.13	9
Breaker Oiler -----	3.66	10

rs	Occupation	Per Day	Hours
9	Washer or Tipple Oiler -----	3.66	10
9	Breaker Picker Boss -----	3.66	9
9	Timber Framer -----	4.19	9
9	Timber Sawyer -----	3.33	9
9	Box Car Shoveller -----	3.66	9
9	Breaker Platform Boss -----	3.66	9
9	Breaker Platform Men -----	3.28	9
8	Breaker Screen Men -----	3.16	9
9	Rock Bank Men -----	3.16	9
11	Dirt Bank Men -----	3.16	9
9	Fan Fireman -----	4.19	11
11	Sableman -----	3.16	9
9	Finisher After Box Car Loader -----	3.16	9
9	All Other Labor Not Classified -----	3.16	9

Bee Hive Coke Ovens

9	Levelling and drawing (6½ ton charge)		
9	per oven -----	\$1.24	
9	Levelling and drawing (5 ton charge)		
9	per oven -----	.99	
8	Loading into Box or Open Cars (over		
	200 tons per month) per ton -----	.21½	
11	Loading into Box or Open Cars (less		
9	than 200 tons per month) per ton -----	.19	
9	Steam Locomotive Engineer -----	4.19	9
9	Motorman -----	3.93	9
11	Larryman -----	3.16	9
11	Plasterers -----	3.16	9
9	Carters and Cleaners -----	3.16	9
9	All Other Labor -----	3.16	9
10			

Occupation	Per Day	Hours
Belgian Coke Ovens		
Ram Engine Man -----	\$4.19	9
Chargers -----	3.66	9
Clayers -----	3.66	9
Drawers -----	3.66	9
Loaders -----	3.28	9

Briquette Plant		
Engineer -----	\$4.73	11
Briquetter -----	4.86	11
Briquetter's Helper -----	4.19	11
Tar Melter -----	3.66	11
Laborers -----	3.66	11

INSIDE WAGES

Shot Lighter -----	\$4.08	8
Bratticeman -----	4.08	8
Bratticeman's Helper -----	3.47	8
Timberman -----	4.08	8
Timberman's Helper -----	3.47	8
Tracklayers -----	4.08	8
Tracklayer's Helper -----	3.47	8
Motorman -----	3.79	8
Motorman's Helper -----	3.47	8
Locomotive Engineer -----	3.79	8
Locomotive Switchman -----	3.47	8
Drivers -----	3.79	8
Drivers (Wet Places) -----	4.08	8
Drivers (Spike Team) -----	4.31	8
Couplers (Men) -----	3.47	8
Couplers (Boys) -----	2.13	8

urs	Occupation	Per Day	Hours
	Switch Boys -----	1.76-2.13	8
9	Door Boys -----	1.42	8
9	Fan Boys -----	1.42-2.13	8
9	Rope Riders -----	3.79	8
9	Main and Tail Rope Riders -----	4.08	8
9	Pushers -----	3.47	8
	Buckers -----	3.47	8
	Loaders -----	3.47	8
11	Miners -----	4.08	8
11	Miners (Wet Places) -----	4.60	8
11	Miners' Laborers (Wet Places) -----	3.88	8
11	Rock Miners -----	4.60	8
11	Timber Handlers -----	3.79	8
	Cagers, Slope and Incline -----	3.47	8
	Cagers, Shaft -----	4.08	8
	Machinemen -----	4.60	8
8	Machinemen's Helper -----	4.08	8
8	Pumpmen -----	3.47	8
8	Pumpmen (Galt Mines) -----	3.97	8
8	Hoistmen -----	3.79-4.08	8
8	Drivers (Boys) -----	2.13-3.47	8
8	Grippers -----	3.47	8
8	Grippers (Boys) -----	2.13-3.47	8
8	Pipe Fitters' Helpers -----	3.47	8
8	Pick Carriers -----	1.76-3.47	8
8	Clutchmen -----	4.08	8
8	Rollermen -----	3.47	8
8	All Other Labor Not Classified -----	3.47	8
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8			

THE CROW'S NEST PASS COAL COMPANY,
LIMITED

COAL CREEK COLLIERY

Old No. 1 Mine

Mining Rate:

67 cents per gross ton.

Yardage:

Levels and parallels \$1.21 per lineal yard.

Cross-cuts between levels \$1.21 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

New No. 1 Mine

Mining Rate:

67 cents per gross ton.

Yardage:

Levels and parallels \$1.21 per lineal yard.

Cross-cuts between levels \$1.21 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

No. 1 Mine East

Mining Rate:

67 cents per gross ton.

Yardage:

Levels and parallels \$1.21 per lineal yard.

Cross-cuts between levels \$1.21 per lineal yard.

Room cross-cuts, no tracks, 67 cents per lineal yard.

No. 1 Mine North
Upper Bench

Mining Rate:

73 cents per gross ton.

Yardage:

Levels and parallels \$1.82 per lineal yard.

Cross-cuts between levels \$1.82 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

Lower Bench

Mining Rate:

67 cents per gross ton.

Yardage:

Levels and parallels \$1.21 per lineal yard.

Cross-cuts between levels \$1.21 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

Provided that should the coal in the top bench merge with that in the lower, the rates now placed on the "lower bench" shall govern.

No. 1 Mine South

Mining Rate:

67 cents per gross ton.

Longwall System:

67 cents per gross ton.

Yardage:

Levels and parallels \$1.21 per lineal yard.

Cross-cuts between levels \$1.21 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

Provided that the above mining rate shall include the mining out and casting back of slate.

No. 2 Mine**Mining Rate:**

73 cents per gross ton.

Longwall System:

63 cents per gross ton.

Yardage:

Levels and parallels \$1.82 per lineal yard.

Cross-cuts between levels \$1.82 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

No. 3 Mine

(No. 3 Slope and All Workings on the North Side of Slope.)

Mining Rate:

Pillar and stall system, 73 cents per gross ton.

Longwall system, 73 cents per gross ton.

Yardage:

Levels and parallels \$2.42 per lineal yard.

Cross-cuts between levels \$2.42 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

In longwall work the company guarantees to keep the brushing up within 4 feet 6 inches of the face, and when a man failing to do so, through the company is

put to any inconvenience, he shall have the privilege of brushing his own place on company work; the company to find the necessary tools.

If at any time the conditions become such that the miner can lift six or eight inches of bottom with the pick without seriously affecting his work as a coal producer, he shall be given the privilege of doing so when required by the company.

No. 5 Mine

Mining Rate:

73 cents per gross ton.

Yardage:

Levels and parallels \$1.82 per lineal yard.

Cross-cuts between levels \$1.82 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

No. 9 Mine

Mining Rate:

Pillar and stall system 75 cents per gross ton.

Longwall system 63 cents per gross ton.

Yardage:

Levels and parallels \$1.82 per lineal yard.

Cross-cuts between levels \$1.82 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

Clod:

When the company requires the miner to take down the clod, overlaying the coal, they shall pay him for doing the same, including stowing, $\frac{1}{2}$ cent per inch in thickness, per foot in width, per lineal yard; measurement to be taken weekly in the middle of the working place.

Brushing:

Bottom brushing to be done by the company.

"B" Mine**Mining Rate:**

70 cents per gross ton.

Yardage:

Levels and parallels (10 feet in width and under) \$1.82 per lineal yard.

Levels and parallels (over 10 feet and to 12 feet in width) \$1.21 per lineal yard.

Cross-cuts (between levels and parallels) \$1.21 per lineal yard.

Cross-cuts (between rooms) no tracks, 60 cents per lineal yard.

The above mining rate also applies should the bottom bench coal be loaded on a tonnage basis.

ALL SEAMS**System of Working:**

Whenever any new system is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the company or the employee may ask for a price to be fixed on the work as "New Work"; as, for example, a change from "Longwall" to "Pillar and Stall", or vice versa, shall be considered "New Work."

Pillar Extraction:

When pillars are extracted, the price shall be 6 cents per gross ton less, in all seams, than is paid for solid coal mining.

, Dips, raised places and slants for main haulage roads, other than in the form of cross-cuts between rooms, to be paid for at the yardage rates equal to levels and parallels.

MICHEL COLLIERY

No. 3 Mine

Mining Rate:

70 cents per gross ton.

Yardage:

Levels and parallels \$2.12 per lineal yard.

Cross-cuts between levels \$2.12 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

New No. 3 Mine

Mining Rate:

70 cents per gross ton.

Yardage:

Levels and parallels \$2.12 per lineal yard.

Cross-cuts between levels \$2.12 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

No. 4 Mine

Mining Rate:

67 cents per gross ton.

Yardage:

Levels and parallels \$2.42 per lineal yard.

Cross-cuts between levels \$2.42 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal foot.

No. 7 Mine**Mining Rate:**

73 cents per gross ton.

Yardage:

Levels and parallels, 10½ feet wide, \$2.90 per lineal yard.

Levels and parallels, 13½ feet wide, \$2.42 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

No. 8 Mine**Mining Rate:**

67 cents per gross ton.

Yardage:

Levels and parallels \$1.21 per lineal yard.

Cross-cuts between levels \$1.21 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

It is agreed that the thickness of coal to be taken out in rooms and pillars shall be 12 feet.

No. 8 North Michel**Mining Rate:**

67 cents per gross ton.

Yardage:

Levels and parallels \$1.21 per lineal yard.

Cross-cuts between levels \$1.21 per lineal yard.

Room cross-cuts, no tracks, 60 cents per lineal yard.

Machine Mined Coal:

Loaders, 41 cents per gross ton.
Runners, 8 cents per gross ton.
Scrapers, 6 cents per gross ton.

ALL SEAMS**System of Working:**

Whenever any new system is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the company or the employe may ask for a price to be fixed on the work as "New Work", as, for example, a change from 'Longwall' to "Pillar and Stall", or vice versa, shall be considered "New Work."

Pillar Extraction:

When pillars are extracted, the price shall be 6 cents per gross ton less, in all seams, than is paid for solid coal mining.

Dips, Raised places and slants for main haulage roads, other than in the form of cross-cuts between rooms, to be paid for at yardage rates equal to levels and parallels.

Cogs:

When the company requires the miner to set cogs, they shall be properly filled with rock, provided there is rock handy, which only requires to be moved once, and shall pay for the same at the rate of 20 cents per foot of height per cog 3 feet square, and 27 cents per foot of height per cog 4 feet square. The company shall set all cogs larger than 4 feet square, with company men.

Posts:

When posts measuring 10 feet or more in length are required to be set, the company shall pay 40 cents per post. Posts in pillar work in No. 8 Mine, Michel, shall be paid for as at present, 40 cents per post.

Bridge Sticks:

When the company requires the miner to set bridge sticks, they will pay \$2.42 per bridge stick.

Tracklaying:

Tracks with 16 pound rails shall be laid by miners in levels and parallels, and in rooms and inclines shall be laid by miners after one length of rail from frog and switch is laid by company. In rooms a rate of 18 cents per lineal yard for single tracks, and a rate of 37 cents per lineal yard for double tracks, will be paid for all tracks laid by miners.

Timbering:

\$1.21 per set, with lagging and centre posts, when required by the company; \$2.42 per set for heavy timbers used in partings. Room timbers shall not be over 8 inches in diameter. Levels, inclines and slope timbers shall not be over 12 inches in diameter. Anything above that size shall be considered "heavy timbers" and paid for at the rate of \$1.82 per set.

Chutes:

The company will build the first section of chutes; miners shall build thereafter, and shall be paid at the rate of 36 cents per lineal yard for all chutes built. The company shall deliver all material to foot of chutes.

Brushing:

1 cent per foot in width, per inch in depth, per lineal yard.

McGintys:

For each time the McGinty is moved and properly set, the company will pay \$3.63; \$1.82 for each time the jig or smaller McGinty is moved and properly set; and \$6.05 each time the Bull-wheel is moved and properly set. The maximum distance that any of these shall be moved at these figures is 12 feet. The company reserves to itself the right to move the Bull-wheel with labor other than that of the Contract Miners.

Filling Water:

The company will pay 42 cents for filling water.

LOCAL CONDITIONS

Coal to employees, run-of-mine, delivered, Coal Creek and Michel Collieries, \$2.50 per ton.

Coal to employees, screened, delivered, Coal Creek and Michel Collieries, \$3.00 per ton.

Coal to employees, run-of-mine, delivered, Fernie, \$2.75 per ton.

Coal to employees, screened, delivered, Fernie, \$3.25 per ton.

Sanitation per month for each house \$1.00.

Water per month for each house \$1.00.

Water per month for each shack 50 cents.

Water per month for bath, for each house, extra, \$1.00.

Electric light per month per 16 C.P. light, 50 cents.

Wash-house per month \$1.00.

Tool sharpening per month 50 cents.

House rents to remain as in Agreement expiring March 31st, 1917, so long as conditions in connection with houses remain the same.

Dockage:

The dirt or slate or other impurities picked from the coal going over the picking tables or screens shall be weighed for a period of 12 working days. From this method of weighing the average weight of waste in each mine car will be determined and form a basis of deductions per car in favor of the company; or, in other words, presuming that the average dirt taken from each car equals 17 pounds, then the company will have the right to deduct from the weight of each pit car 12 pounds, to compensate them for hauling and handling of waste. If the average of waste does not exceed 5 pounds per car, there will be no deductions for waste, the 5 pounds per car being considered reasonable allowance for slate or waste that the miner or loader cannot consistently pick out from the various kinds of coal.

If the average weight of dirt in each car exceeds 17 pounds or runs below 17 pounds, the difference between the actual average weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out in each car may be checked at either the request of the miners or the company at any time during the life of this agreement.

Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail:

First Offence: 50 pounds of rock or slate, warning and fine of 100 pounds of coal. After the first offence, 65 pounds rock or slate shall be fined 200 pounds of coal; 85 pounds of rock or slate shall be fined 400 pounds of coal; and 150 pounds of rock or over shall be fined all the coal in the car and liable to discharge.

The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

The money coming from this special list of fines (after deducting the actual weight of rock) shall be applied to providing prizes for miners' sports or to the entertaining of miners' children.

**CORBIN COAL AND COKE COMPANY,
LIMITED**

No. 4 Mine

Rooms:

Caps, 11 feet over all, posts 10 feet high, 12 feet clear spread at the bottom, \$10.88 per lineal yard.

Timbers, including all necessary forepoling, with centre posts, \$2.42 per set.

Timbers exceeding 16 inches diameter at the butt, to be paid for at the rate of \$3.02 per set.

Tracks will be laid by the company, except short lengths next to the face, which shall be laid by the miner free of charge.

Over-push:

All horizontal places over 200 feet to be paid six (6) cents per cubic yard up to 300 feet, and six (6) cents per cubic yard extra for each additional 100 feet.

LOCAL CONDITIONS

House rent to remain as at present.

Electric lights, per 16 C.P. light, 50 cents per month.

Mine run coal delivered, \$2.50 per ton.

Screened coal delivered (when practicable) \$3.00 per ton.

Penalty for loading impurities:

The miners are to deliver their coal as free from rock or other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence; for the second offence or aggravated cases he may be discharged.

Other conditions to remain as at present.

**MCGILLIVRAY CREEK COAL AND COKE
COMPANY, LIMITED****No. 2 Seam****Mining Rate:**

(Except in Pillars) to be 67 cents per gross ton.
Pillars to be 58 cents per gross ton.

Yardage:

Main entries 10 feet wide by 7 feet high on low side and thickness of coal on upper side, price \$2.12

per lineal yard. Coal from main entry 67 cents per gross ton.

Counter Entries:

To be 6 feet by 10 feet, price \$2.12 per lineal yard; coal from counter entries 67 cents per gross ton.

Chutes:

Between entries 6 feet by 8 feet \$1.82 per lineal yard; coal from chutes 67 cents per gross ton.

Room Cross-cuts:

To be not less than 8 feet, not to be driven more than 25 feet from one side, no track, \$1.21 per lineal yard.

If over 25 feet and up to 35 feet, yardage 30 cents extra, per lineal yard.

If over 35 feet and up to 50 feet, yardage 60 cents extra per lineal yard.

If over 50 feet, yardage 90 cents per lineal yard.

Timbering:

Entry Timber: Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.42 per set with lagging.

Room Timber: Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.21 per set. If required to set timber of larger dimensions, to be paid for in proportion or be set by the company.

Props:

All props, exclusive of those used to set brattice or chutes, 6 cents per lineal foot.

Lagging:

Entries, cross-cut corners and cross-cuts, \$1.21 per yard, to be the full height of the seam when necessary.

Tracklaying:

All tracks to be laid by the company, except a pair of temporary rails to the face, which shall be laid by the miners without charge.

Chutes:

37 cents per lineal yard. Five planks 2 inches by 12 inches, 2 posts every 8 feet with cross pieces, including sheet iron.

Brushing:

6 feet wide, 6 cents per inch per lineal yard; 12 feet wide, 12 cents per inch per lineal yard. Brushing is either rock which overlies or underlies coal seam.

Brattice:

6 cents per lineal yard for each foot in height.

LOCAL CONDITIONS

Dockage:

There shall be 55 pounds added to the tare of each car.

First dirty coal, warning only.

Rock over 80 pounds and up to 120 pounds, deduct 400 pounds of coal.

Rock over 120 pounds and up to 150 pounds, deduct 800 pounds coal.

Rock over 150 pounds and up to 224 pounds, deduct 1600 pounds coal.

Rock over 224 pounds and up to 280 pounds, deduct 3200 pounds coal.

Rock over 305 pounds, deduct whole car.

Ninth offence, two days lay-off.

Tenth offence, discharge.

Each day on which a miner is docked counts as an offence.

Ten offences to be within one month.

Delivery of house coal to workmen to be confined to present townsites of Carbondale and Coleman at \$2.50 per ton. If the company are requested to deliver coal beyond said places, arrangements to be made between company and employees.

THE INTERNATIONAL COAL AND COKE COMPANY, LIMITED.

No. 2 Seam

Mining Rate:

(Except in pillars) to be 67 cents per gross ton.
Pillars to be 58 cents per gross ton.

Yardage:

Levels to be 10 feet wide, 7 feet high on the low side and thickness of coal on the upper side, \$2.12 per lineal yard.

Parallel airway to be 6 feet by 10 feet, \$2.12 per lineal yard.

Cross-cuts between levels, 6 feet by 8 feet, \$1.82 per lineal yard.

Room cross-cuts to be not less than 8 feet by 8 feet, not to be driven more than 25 feet from one

side, no tracks, \$1.21 per lineal yard.

If over 25 feet and up to 35 feet, yardage 30 cents extra per lineal yard.

If over 35 feet and up to 50 feet, yardage 60 cents extra per lineal yard.

If over 50 feet, yardage 90 cents extra per lineal yard.

Timbering:

Entry Timbering: Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.42 per set with lagging.

Room Timber: Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.21 per set. If required to set timber of larger dimensions, to be paid for in proportion or be set by the company.

Props: All props, exclusive of those used to set brattice or chutes, 6 cents per lineal foot.

Lagging:

Entries, cross-cut corners and cross-cuts, \$1.21 per yard, to be the full height of the seam when necessary.

Tracklaying:

All tracks to be laid by the company, except a pair of temporary rails to the face, which should be laid by the miner without charge.

Chutes:

37 cents per lineal yard, 5 planks 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

Brattice:

6 cents per lineal yard for each foot in height.

Brushing:

6 feet wide, 6 cents per inch per lineal yard; 12 feet wide 12 cents per inch per lineal yard.

Skipping:

No. 2 Main Entry: First skip in coal.

Present No. 2 Main Entry prices as per agreement.

Reopening and retimbering No. 2 Main Entry:

\$12.09 per lineal yard.

\$2.42 per set, 10 feet to 12 feet, inclusive, at height of car.

67 cents per gross ton coal.

No. 4 Seam

No Powder.

Mining Rate:

(Except in Pillars) to be 60 cents per gross ton.
Pillars to be 52 cents per gross ton.

Yardage:

Levels not less than 12 feet wide by thickness of seam, \$4.84 per lineal yard.

Parallels, thickness of seam not less than 10 feet wide, \$1.21 per lineal yard.

Cross-cuts (between levels) thickness of seam not less than 8 feet wide, \$1.21 per lineal yard.

Cross-cuts (between rooms) thickness of seam not less than 8 feet wide, not to be driven more than 25 feet from one side, \$1.21 per lineal yard.

If over 25 feet and up to 35 feet, yardage 30 cents extra, per lineal yard.

If over 35 feet and up to 50 feet, yardage 60 cents extra per lineal yard.

If over 50 feet, yardage 90 cents extra per lineal yard.

Timbering:

Same as No. 2 Seam.

Props:

Same as No. 2 Seam.

Lagging:

Same as No. 2 Seam.

Tracklaying:

Same as No. 2 Seam.

Chutes:

Same as No. 2 Seam.

Brattice:

Same as No. 2 Seam.

Brushing:

Same as No. 2 Seam.

Reopening and retimbering No. 4 Main Entry:

\$12.09 per lineal yard.

\$2.42 per set, 10 feet to 12 feet, inclusive, at height of car.

60 cents per ton coal.

LOCAL CONDITIONS

Dockage:

Old cars to have 25 pounds added to tare.

New cars to have 35 pounds added to tare.

First: The miner to be warned that he is sending out dirty coal.

Dockage to be as follows:

Over 40 pounds and up to 60 pounds, 200 pounds of coal.

Over 60 pounds and up to 75 pounds, 400 pounds of coal.

Over 75 pounds and up to 112 pounds, 800 pounds of coal.

Over 112 pounds and up to 140 pounds, 1600 pounds of coal.

Over 140 pounds, the whole car (small car) or 3400 pounds of coal.

Large car over 206 pounds, the whole car.

Upon the ninth offence, the miner is subject to two (2) days' lay-off.

Tenth offence, discharge.

Each day upon which the miner is docked counts as an offence. The ten offences to be within one month.

Average car to be average of the cars on the trip before the car in question for that check number.

The company will deliver workmen's house coal at \$2.50 per ton.

Other conditions to remain as under the Agreement expiring March 31st, 1917.

**THE WEST CANADIAN COLLIERIES,
LIMITED**

BLAIRMORE SOUTH MINE

No. 2 Seam

Gangway:

8 foot collar, 11 foot spread, 7 feet clear above rail, \$13.30 per lineal yard, including all timbering, track-laying, ditching and handling coal and rock.

Raises:

6 feet by 10 feet, including building chute and battery, \$5.08 per lineal yard, rate to be proportional with thickness.

Counter Gangway and Cross-cuts:

6 feet by 6 feet \$3.63 per lineal yard.

Breast and Angles:

To be driven, 12 feet to 15 feet wide, including bratticing and timbering, 55 cents per cubic yard.

Pillars, including Timbers:

42 cents per cubic yard.

Chute Building, including Laying of Sheet Iron:

37 cents per lineal yard; if air-tight brattice, 37 cents per lineal yard in addition.

Chutes:

To be 6 feet by 6 feet, arched at top, including chute and sheet iron, \$4.24 per lineal yard, no timber.

Manway:

To be 6 feet by 6 feet, arched at top, \$3.63 per lineal yard, no timber except steps.

Breasts, across Pitch:

To be driven 12 feet wide, by height of seam, including timbering and stringers and three posts, 4 feet apart, 5 feet centres, tracklaying and lagging. Coal to be put into chute and rock gobbled if required. Price 85 cents per cubic yard. Same price for room necks not to exceed 8 feet in length.

Pillars, across Pitch:

Price 55 cents per cubic yard, including timbering and building temporary chute if necessary. Coal to be put in chute and rock gobbled if required.

In chutes and manways the price is based on from 5 to 6 feet; thickness of coal, if more or less than 5 or 6 feet, to be paid for proportionately down to 4 feet.

All horizontal breasts driven over 200 feet to be paid 60 cents per lineal yard extra up to 300 feet.

GREENHILL MINE**No. 1 Seam****Gangway:**

8 foot collar between notches, 11 foot spread, 7 feet clear above rail, including all timbering, tight lagging, tracklaying, ditching and loading coal and rock in separate cars, \$13.30 per lineal yard.

Raises:

6 feet by 6 feet or 6 feet by 8 feet, including timbering, bratticing and chute building, 90 cents per cubic yard. First length of chute (12 feet) to be \$6.05 if built by miner.

Timbering, \$1.21 per set; a set to consist of three pieces where necessary.

Counter Gangway:

6 feet by 6 feet, including timbering, bratticing and handling coal, \$1.05 per cubic yard.

Timbering, \$1.21 per set; a set to consist of three pieces where necessary.

Rooms up Pitch and Angles:

To be not less than $12\frac{1}{2}$ feet wide, to include timbering, sheet iron and manway, 60 cents per cubic yard.

To be 7 feet by 10 feet, to include timbering, chute building, air-tight brattice, laying sheet iron and manway, 90 cents per cubic yard.

Timbering, \$1.21 per set; a set to consist of three pieces where necessary.

Rooms Across Pitch:

To be not less than $12\frac{1}{2}$ feet wide, to include timbering, bratticing, laying track, handling coal and gobbing rock, 66 cents per cubic yard.

To be from 8 feet to $12\frac{1}{2}$ feet wide, to include timbering, bratticing, laying track, handling coal and gobbing rock, 90 cents per cubic yard.

Timbering, \$1.21 per set; a set to consist of three pieces where necessary.

All horizontal breasts driven over 200 feet to be paid \$1.21 per yard extra up to 300 feet.

Cross-cuts:

6 feet by 6 feet, including timbering, bratticing, handling coal, 90 cents per cubic yard.

If driven over 25 feet from one side, 60 cents extra up to 50 feet. Over 50 feet, to be mutually arranged.

Corners: \$2.42 per corner, 3 posts securely lagged.

Timbering: 97 cents per set; a set to consist of 3 pieces where necessary.

Pillars:

Including all work necessary to deliver coal in a clean manner and keep the place in a safe condition, 52 cents per cubic yard.

First length of chute in Main and Back Angles,
\$4.84.

Double laying of sheet iron, 37 cents per yard.

Building and tearing down platform \$3.63.

Bulkhead and batteries to be built by company
men.

BELLEVUE MINE

No. 1 Seam

Gangway:

To be driven 11 feet, collar 14 feet, spread 7 feet clear above rail, \$16.93 per lineal yard, including all timbering, tracklaying and handling of coal and rock. Rate to be proportional to length of collar, down to 8 feet.

Chutes:

To be driven 7 feet by 10 feet, including building chutes, \$6.65 per lineal yard; first length of chute and battery, \$6.05 if not built by the company.

Timbering: \$1.21 per set. A set to consist of three pieces where necessary.

Counter Gangway:

To be driven 6 feet by 6 feet from outside end by car, \$4.24 per lineal yard, including all timbering, tracklaying bratticing and handling of coal and rock. Three piece sets 97 cents per set.

Airway:

To be driven 7 ft. high above rail to bottom of timber and 7 ft. collar, and 10 ft. spread at bottom,

including timbering three piece sets lagging, laying track, loading and dumping coal, \$11.02 per lineal yard.

Cross-cuts:

To be driven 6 feet both sides, \$3.63 per lineal yard.

Corners: \$2.42 consisting of three posts securely lagged.

Timbering: 97 cents per set. A set to consist of three pieces where necessary.

If driven over 25 feet from one side, 60 cents per lineal yard extra up to 50 feet.

Over 50 feet, to be mutually arranged.

Breasts "Up the Pitch":

To be driven 10 feet by 20 feet, including timbering, chute and air-tight brattice, \$13.43 per lineal yard. Three piece sets if required \$1.21 per set. Breasts of greater or less dimensions to be paid for in proportion down to a width of 13½ feet.

Pillars:

52 cents per cubic yard, including setting of five rows of props where necessary.

Breasts "Across the Pitch":

To be 10 feet high by 8 to 12½ feet wide, including hauling coal, bratticing and laying track, and timbering 90 cents per cubic yard; three piece sets if required, \$1.21 per set.

All horizontal breasts driven over 200 feet to be paid \$1.21 per yard up to 300 feet.

BELLEVUE MINE**No. 2 Seam****Gangway:**

To be driven 11 feet, collar 14 feet, spread 7 feet clear above rail, \$16.93 per lineal yard, including all timbering, tracklaying and handling of coal and rock. Rate to be proportional to length of collar, down to 8 feet.

Chutes:

To be driven 7 feet by 10 feet, including building chute, \$6.65 per lineal yard, first length of chute and battery, \$6.05 if not built by the company.

Timbering: \$1.21 per set. A set to consist of three pieces where necessary.

Counter Gangway:

To be driven 6 feet by 6 feet from outside end by car, \$4.24 per lineal yard, including timbering, tracklaying, bratticing and handling of coal and rock; three piece sets 97 cents per set.

Airway:

To be driven 7 ft. high above rail to bottom of timber and 7 ft. collar, and 10 ft. spread at bottom, including timbering three piece sets lagging, laying track, loading and dumping coal, \$11.02 per lineal yard.

Cross-cuts:

To be driven 6 feet by 6 feet both sides, \$3.63 per lineal yard.

Corners: \$2.42 consisting of three posts securely lagged.

Timbering: 97 cents per set. A set to consist of three pieces where necessary.

If driven over 25 feet from one side, 60 cents per lineal yard extra up to 50 feet.

Over 50 feet to be mutually arranged.

Breasts "Up the Pitch":

To be driven 10 feet by 20 feet, including timbering, chute and air-tight brattice, \$13.43 per lineal yard. Three pieces sets if required, \$1.21 per set. Breasts of greater or less dimensions to be paid for in proportion down to a width of 13½ feet.

Pillars:

52 cents per cubic yard, including setting of five rows of props where necessary.

Breasts "Across Pitch":

To be 10 feet high by 8 to 12½ feet wide including hauling coal, bratticing and laying track, and timbering, 90 cents per cubic yard; three piece sets if required \$1.21 per set.

All horizontal breasts driven over 200 feet to be paid \$1.21 per yard up to 300 feet.

BELLEVUE MINE

No. 4 Seam

Gangway:

To be driven 8 feet, collar 12 feet, spread 7 feet clear above rail, \$13.30 per lineal yard. Rock in centre \$1. 52 per lineal foot.

Counter Gangway:

To be driven 6 feet by 6 feet \$4.24 per lineal yard; three piece sets 97 cents per set.

Chutes:

To be driven 7 feet by 10 feet, \$6.65 per lineal yard.

Timbering: \$1.21 per set. A set to consist of three pieces where necessary.

Breasts:

To be driven 5 feet by 20 feet, \$7.26 per lineal pard; three piece sets if required, \$1.21 per set.

If seam is less than 5 feet, to be paid \$1.21 less for each foot in reduction, and to increase at the rate of \$1.21 per lineal yard per foot in thickness.

Cross-cuts:

To be driven 6 feet by 6 feet, \$3.63 per lineal yard.

Corners: \$2.42 consisting of three pieces securely lagged.

Timbering: 97 cents per set. A set to consist of three pieces where necessary.

If driven over 25 feet from one side, 60 cents per lineal yard extra up to 50 feet.

Pillars:

55 cents per cubic yard, including setting of five rows of props where necessary.

BELLEVUE MINE**All Seams:**

In case the company wishes to pay on basis of cubical contents, the rate paid shall be according to

existing basis of measurements and prices.

Double laying of sheet iron 37 cents per yard.

Laying sheet iron in pillars $\frac{1}{2}$ cent per ton.

Company men to furnish their own tools, which the company agrees to take back when they leave the service at their initial value.

LOCAL CONDITIONS.

Blairmore, Greenhill and Bellevue Mines.

Run-of-mine coal delivered to workmen \$2.50 per ton.

Screened coal delivered to workmen, \$3.00 per ton.

Delivery of coal to be confined to Townsite of Bellevue, owned by The West Canadian Collieries, Limited, and the present Townsite of Blairmore; if the Company is requested to deliver coal beyond said places, arrangements to be made between the Company and employees.

40 per cent. Dynamite, 20 cents per pound.

Monobel, 30 cents per pound.

Fuse, caps and other supplies at present rates.

Dockage:

Miners are to deliver their coal as free from rock and other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence; for the second offence or aggravated cases he may be discharged.

FRANCO-CANADIAN COLLIERIES, LIMITED.

Main Gangway:

Entry shall be driven 10 feet wide by 7 feet high, in the clear, inside the timber, and be securely tim-

bered with sets, not exceeding 5 feet centres, ditch to be carried on one side, to be paid for at the rate of \$13.30 per lineal yard. To include also the laying of ties and short length rails.

Parallel Airways:

Shall be driven 7 feet by 8 feet, timbered with sets, three pieces, 5 ft. centres, to be paid for at the rate of \$7.68 per lineal yard.

Cross-Cuts:

Cross-cuts or Angles shall be driven 4 feet by 4 feet, untimbered, and to be paid for at the rate of \$2.42 per lineal yard.

Cross-cuts (Level—Untimbered) to be driven 6 feet by 6 feet both sides, 60 cents per cubic yard. Yardage, \$1.21. Where timbered with props, 6 cents per foot.

If over 25 feet and up to 40 feet, yardage 60 cents extra per lineal yard.

If over 40 feet and up to 50 feet, yardage \$1.21, extra per lineal yard.

Corners, \$2.42, consisting of three pieces, securely lagged.

Angle Cross-Cuts:

6 x 7	-----	\$4.65
6 x 8	-----	5.08

Breasts:

Breasts, 9 feet by 10 feet square, including timber and chute building. Timber, two props with cap pieces, 3½ feet from each rib, and 8 ft. centres up the pitch. Chute, sides two planks high on each

row of props; bottom, two planks and sheet iron, to be paid for at the rate of \$6.65 per lineal yard.

Breasts of greater dimensions to be paid for in proportion, up to 15 feet.

Angle Chute:

6 feet by 10 feet, to be paid for at the rate of \$4.24 per lineal yard; when timbered with three piece set, 73 cents per set. Yardage, \$2.12 per lineal yard.

Crib Chute:

9 feet by 6 feet, including partition and lining. Ladders and timber chutes to be built by the Company, to be paid for at the rate of \$10.88 per lineal yard.

Pillars:

All pillars to be paid for at the rate of 52 cents per cubic yard, including props at 9 feet centres.

Shaft Mine.

Gangway:

Entry shall be driven 10 feet wide by 7 feet high in the clear, inside the timber, and be securely timbered with sets, not exceeding 5 feet centres, ditch to be carried on one side, to be paid for at the rate of \$13.30 per lineal yard. To include also the laying of ties and short length rails.

Parallel Airway:

8 feet high in the clear, 8 feet wide, 6 inch collar and 6 inch leg on high side, 5 ft. centres, lagged on top, \$7.14 per lineal yard.

Longwall Step Breasts:

55 cents per cubic yard. The distance between sets of timbers, 5 feet from centre to centre of the square, timbers to be set in pick holes dug in the roof, the diameter of the timbers to be 8 inch minimum.

Raises or Angles:

7 feet by 8 feet without timber, 60 cents per cubic yard; when timbered with props, 6 cents per foot. Yardage \$2.12 per lineal yard.

- **Cross-Cuts or Raises:**

4 feet by 4 feet, untimbered, \$2.42 per lineal yard.

Pillars:

52 cents per cubic yard, including props at 9 ft. centres.

All extra props set by the Contract Miner to be paid for at the rate of 6 cents per lineal foot; by extra timber is meant, "all timber set by the Contract Miner in excess of the number specified in the Schedule for that particular class of work in which he is engaged.

LOCAL CONDITIONS.

Mine run coal delivered to employees, \$2.50 per ton.

Screened coal (where possible) delivered to employees, \$3.00 per ton.

Delivery of coal to be confined to the townsite of Frank. If the Company are requested to deliver coal to employees beyond townsite, arrangements to be made between Company and employees.

40 per cent. Dynamite, 20 cents per pound.

Monobel, 30 cents per pound.

Caps, 1 cent each.

Fuse, 1 cent per foot.

Electric Detonators (6 feet), 6 cents each.

Wash-house, \$1.00 per month.

Company men and Contract Miners to furnish their own tools, which the Company agrees to take back when they leave the service at their then value.

Dockage:

Miners are to deliver their coal as free from rock or other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence, for the second offence or aggravated cases he may be discharged.

House rents to remain as in Agreement expiring March 31st, 1917, so long as conditions in connection with houses remain the same.

HILLCREST COLLIERIES, LIMITED.

Mining Rate, except in pillars, to be 60 cents per gross ton.

Mining rate in pillars to be 48 cents per gross ton.

Yardage:

Levels to be 10 feet wide, 7 feet high on low side, and thickness of coal on upper side, \$2.12 per lineal yard.

Parallel Airways:

To be 6 feet by 10 feet, \$2.12 per lineal yard.

Cross-Cuts:

(Between Levels), to be 6 feet by 8 feet, \$1.82 per lineal yard.

Room Cross-Cuts:

To be not less than 8 feet by 8 feet, not to be driven more than 25 feet from one side, no tracks, \$1.21 per lineal yard.

If over 25 feet and up to 35 feet, yardage 60 cents extra per lineal yard; exceeding 35 feet, a Company man to shovel coal or cross-cut to be driven on Company time.

Corner—\$2.42, to consist of three props securely lagged.

Booms in Cross-cuts or Counter—\$1.21 per set, consisting of three piece set, if required.

Bridge Sticks—\$2.42, consisting of three distinct pieces under room booms.

Timbering:

Room Timber—Maximum to be 10 inches in diameter at butt, and 16 feet in length, \$1.21 per set of three pieces suitably lagged. If required to set timbers of larger dimensions, to be paid for in proportion or be set by the company.

Entry Timber—Maximum to be 12 inches in diameter at butt, and 14 feet in length, \$2.42 per set with lagging. If required to set timber of larger dimensions, to be paid for in proportion or be set by the Company.

Props:

All props, exclusive of those used to set brattice of chute, 6 cents per lineal foot. In pillars, $4\frac{3}{4}$ cents per lineal foot.

Tracklaying:

All tracks to be laid by the Company, except a

pair of temporary rails to the face, which shall be laid by the miner without charge.

Chutes:

37 cents per lineal yard, 5 planks, 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

Breaking Rooms of Main Entry, one (1) shift Company time.

Brattice:

6 cents per lineal yard for each foot in height.

Brushing:

6 feet wide, 6 cents per inch per lineal yard; 12 feet wide, 12 cents per inch per lineal yard.

The above prices are based on the present system of working.

Where entries are required to be driven more than 10 feet wide to make width for a parting, Yardage rate to be in proportion to width.

Pulling up room chutes, where done by miners, 18 cents per yard.

Ladders 2 feet wide, one foot between rungs, 24 cents per lineal yard.

Where mining is paid for by measurement, 60 cents per cubic yard.

Contract miners have right to choose their working partners, limited to men already employed.

Clay to be placed nearest cross-cut to face.

LOCAL CONDITIONS.

The Company will deliver coal to miners living within the limits of the townsite of Hillcrest Mines.

at \$2.50 per ton for run of mine coal, and screened coal, when possible, at \$3.00 per ton.

The Company will sell to its employees Monobel Powder at 30 cents per pound.

Fuse, caps, and other supplies at present rates.

Wash-house, per man, \$1.00 per month.

Water (outside tap per house using) \$1.00 per month.

Dockage:

Same Dockage Clause as in existence March 31st, 1917.

House rent to remain as in Agreement expiring March 31st, 1917, so long as conditions in connection with houses remain the same.

Water (inside tap) \$1.50 per month.

16 C.P. Lamps, 50 cents per month.

32 C.P. Lamps, \$1.00 per month.

CHINOOK COAL COMPANY, LIMITED.

All coal to be paid for on screened coal basis, one ton being considered 2,000 pounds.

Pick Mining:

Mining and loading of coal, furnishing explosives, handling cars, unloading timber, handling all rock and other waste, setting all timber, including laying track beyond switch, taking up track in retreating, 82 cents per ton. Cribs in pillars and stumps, when ordered, 60 cents per crib. Lifting bottom in squeezed pillars and stumps, when ordered, to be paid for on the basis of 52 cents per lineal yard for

one foot in thickness. When ordered to retimber roads for squeezed pillars or stumps, timber to be paid for at 48 cents per set for round timber and 24 cents for squared timber, and top brushing, either gobbed or loaded in cars as ordered, to be paid for on the basis of 52 cents per lineal yard for one foot in thickness.

Machine Mining:

Runners.

Undercutting rooms and pillars, 16 cents per ton; narrow work (8 feet wide or under, except room cross-cuts), 24 cents per ton; room cross-cuts five feet wide or less, 45 cents per lineal yard and 16 cents per ton. Cutting across pillars at face of rooms, any width, 16 cents per ton. Cutting through faults, entry width and height, 29 cents per lineal foot. Unweighed coal, entry width and height, 24 cents per lineal foot. Entries to be cut to give a minimum height of five feet two inches between top of permanent rails and bottom of cross-bars.

Scrapers.

Undercutting rooms and pillars, 12 cents per ton, narrow work (8 feet wide or under, except room cross-cuts), 18 cents per ton; room cross-cuts, 33 cents per lineal yard and 12 cents per ton. Cutting across pillars at face of rooms, any width, 12 cents per ton. Cutting through faults, entry width and height, 22 cents per lineal foot. Unweighed coal, entry width and height, 18 cents per lineal foot.

Loaders.

In Rooms—Shooting and loading coal, unloading timber, furnishing explosives, taking down top slate

and gobbing all rock and other waste or loading in cars if ordered, laying track, timbering and preparing place for cutting, and handling cars from and to entry, 63 cents per ton.

Bone coal in middle of seam, over 4 inches in thickness, 52 cents per lineal yard. Room cross-cuts, pick work, \$1.88 per lineal yard and 63 cents per ton, including timbering as directed; machine mined from four to six feet wide, \$1.09 cents per lineal yard and 63 cents per ton, including timbering as directed. Lifting bottom in squeezed rooms, when ordered, on the basis of 52 cents per lineal yard for each foot in depth. When retimbering roads in squeezed rooms, when ordered, top brushing, either gobbed or loaded in cars as directed, to be paid for on the basis of 52 cents per lineal yard for each foot in thickness, timbering 24 cents per set for squared timber and 48 cents per set for round timber. A set of timber consists of a cross-bar and two props. Resetting props, when ordered, and centre propping roads, 6 cents per prop. Room necks, \$4.84 each. Water in rooms, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.42 for each half month. Dynamite free in wet shot holes.

In narrow work (8 feet wide or under, except in room cross-cuts): Shooting and loading coal, furnishing explosives, unloading timber and handling cars, taking down top slate to entry height and loading up all rock and other waste, laying temporary track and preparing place for cutting, 97 cents per ton.

Laying permanent track in entries, 3 cents per

foot of track. Bone coal in middle of seam, over 4 inches in thickness, 52 cents per lineal yard. Timber in entries, entry cross-cuts and room necks, squared timbers, 24 cents per set; round timbers, 48 cents per set, to include lagging where necessary. Taking off corners for curves where ordered, \$1.82 each. Brushing bottom in entries, entry width, on the basis of 94 cents per lineal yard for one foot in depth. Brushing top in entries to little coal, entry width, 90 cents per lineal yard. Cutting through faults, entry width and height, \$1.52 per lineal foot. Unweighed coal, entry width and height, 97 cents per lineal foot. Wet places in entries, 12 cents per ton extra. Dynamite free in wet places and wet shot holes. Water in entries, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.42 for each half month or 24 cents per tank when tank is loaded by miners. This does not apply where 12 cents per ton extra is paid in wet places. Resetting props when directed, 6 cents per prop. A set of timber consists of a cross-bar and two props. Bridge sticks 6" x 6" or round timber, 48 cents per set.

All other prices and conditions underground to remain as existing previous to March 31st, 1917.

LOCAL CONDITIONS.

Dockage:

A loader will be fined 25 cents for each offence for sending out dirty coal, and after the third offence he may be discharged. When fined, his number will be placed on the dock board on the bankhead. The

placing of his number on the dock board will be considered as due warning.

Abnormal Conditions:

An abnormal condition shall be considered as a condition shall be considered as a condition where the Seam if faulty or thins out to a point less than 48 inches in thickness. If the Seam is under 48 inches in thickness, $2\frac{1}{2}$ cents per ton extra for each inch will be paid.

Inside Wages:

To be computed from the time at which the first workman in the shift leaves the surface to the time the first workman in the shift returns to the surface.

KIPP MINES.

All coal to be paid for on screened basis, one ton being considered 2,000 pounds.

Pick Mining:

Mining and loading coal, furnishing explosives, handling cars, unloading timber, handling all rock and other waste, setting all timber, including laying track beyond switch and taking up track in retreating, 82 cents per ton. Cribs in pillars and stumps, when ordered, 60 cents per crib.

Lifting bottom in squeezed stumps and pillars, when ordered, to be paid on the basis of 52 cents per lineal yard for one foot in thickness.

When ordered to retimber roads in squeezed pillars or stumps or rooms, timber to be paid for at 48

cents per set with round cross-bar, 24 cents per set with flat crossbar; a set of timber to consist of one crossbar and two props and lagging if necessary.

Top brushing, either gobbed or loaded in cars as ordered, to be paid for on the basis of 52 cents per lineal yard for one foot in thickness.

Machine Mining:

Runners (undercutting wide rooms), 13 cents per ton.

Runners (undercutting narrow rooms and pillars), 16 cents per ton.

Runners (undercutting narrow work, 8 feet wide or under, except room cross-cuts), 24 cents per ton.

Room Cross-cuts, 5 feet or less, 45 cents per lineal yard and 16 cents per ton.

Cutting across pillars at face of rooms, any width, 16 cents per ton.

Cutting through faults, entry width and height, 29 cents per lineal foot.

Unweighed coal, entry width and height, 24 cents per lineal foot.

Entries to be cut to give a minimum height of six feet two inches between roof and the pavement.

Scrapers:

Wide rooms, $9\frac{1}{2}$ cents per ton.

Rooms and pillars, 12 cents per ton.

Narrow work, 8 feet wide or under, except room cross-cuts, 18 cents per ton.

Room cross-cuts, 33 cents per lineal yard and 12 cents per ton.

Cutting across pillars at face of rooms, any width, 12 cents per ton.

Cutting through faults, entry width and height, 22 cents per lineal foot.

Unweighed coal, entry width and height, 18 cents per lineal foot.

Loaders:

In Wide Rooms—Shooting and loading coal, furnishing explosives, unloading timber, taking down top slate, gobbing all rock and other waste or loading in cars if ordered, laying track, handling cars to and from entry, preparing place for cutting and all timbering, 69 cents per ton. Timbering means setting all necessary timber, including the building of cogs, but does not include repair work on the roads.

In Rooms—Shooting and loading coal, furnishing explosives, unloading timber, taking down top slate and gobbing all rock and other waste or loading in cars if ordered, laying track, timbering and preparing place for cutting, handling cars from and to entry, 63 cents per ton.

Bone coal, over 4 inches thick, in middle of seam, in rooms or wide rooms to be paid on the basis of 52 cents per lineal yard.

Room Cross-cuts, pick work, \$1.88 per lineal yard, 63 cents per ton, including timbering as directed.

Machine-mined, from 4 feet to 5 feet wide or less, \$1.09 cents per lineal yard, 63 cents per ton, including timbering as directed.

Lifting bottom in squeezed rooms or wide rooms when ordered, to be paid on the basis of 52 cents per lineal yard for each foot in depth.

Retimbering roads in squeezed rooms or wide rooms when ordered, top brushing, either gobbed or loaded in cars as directed, to be paid for on the basis of 52 cents per lineal yard for each foot in thickness. Timbering, 24 cents per set with square cross-bar, 48 cents per set with round crossbar. A set of timber consists of a crossbar, two props and lagging if necessary.

Resetting props when ordered and centre propping roads, 6 cents per prop.

Room necks, \$4.84.

Room necks, for wide rooms, \$7.26.

Narrow Work: (8 feet wide or under, except in room cross-cuts)—Shooting and loading coal, furnishing explosives, unloading timber and handling cars, making minimum height of 6 feet 2 inches between floor and roof either by lifting bottom or taking down roof, loading all rock and other waste, laying temporary track and preparing place for cutting, 97 cents per ton.

Laying permanent track in entries, 3 cents per foot of track.

Bone coal over 4 inches in thickness in middle of seam, 52 cents per lineal yard.

Timber in entries, entry cross-cuts and room necks: Sets with square crossbars, 24 cents per set. Sets with round crossbars, 48 cents per set. A set of timber consists of one crossbar, two props and lagging if necessary.

Brushing bottom in entries, entry width, to be paid for on the basis of 87 cents per lineal yard for one foot in depth.

Cutting through faults, entry width and height, \$1.52 per lineal foot.

Unweighed coal, entry width and height, 97 cents per lineal foot.

Wet places in entries, 12 cents per ton extra.

Explosives free in wet places and wet shot holes.

Resetting props when directed, 6 cents per prop.

Bridge sticks, 6 inches x 6 inches square timber or round timber, 48 cents per set.

Clod or draw slate in entries or rooms to be paid for at the rate of 7 cents per inch per yard for all clod or slate in excess of 5 inches.

NOTE—The above contract rates are made with the understanding that the cutting is to be done in the band of bone or slate which is some 10 inches or a foot from bottom of the seam. However, if the Company desires to make the cutting below the bottom bench of coal, it shall be optional with them to do so, provided by so doing it will not decrease the earning capacity of the men.

All other prices and conditions to remain as existing March 31st, 1917.

LOCAL CONDITIONS.

Dockage:

To be mutually agreed to between the Pit Committee and the management, failing which the Dockage Clause of the 1915-1917 agreement to remain.

Abnormal Conditions:

An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the

seam is under 48 inches in thickness, $2\frac{1}{2}$ cents per ton extra for each inch will be paid.

Inside Day Wages:

To be computed from the time the first workman in the shift leaves the surface to the time the first workman in the shift returns to the surface.

Monobel Powder, 30 cents per pound.

Wash-house, \$1.00 per month.

GALT MINES

All coal to be paid for on screened coal basis, one ton being considered 2,000 pounds

Pick Mining:

Mining and loading of coal, furnishing explosives, handling cars, unloading timber, handling all rock and other waste, setting all timber, including laying track beyond switch, taking up track in retreating, 82 cents per ton. Cribs in pillars and stumps, when ordered, 60 cents per crib. Lifting bottom in squeezed pillars and stumps, when ordered, to be paid for on the basis of 52 cents per lineal yard for one foot in thickness. When ordered to retimber roads in squeezed pillars or stumps, timber to be paid for at 48 cents per set for round timber and 24 cents for squared timber, and top brushing, either gobbed or loaded in cars as ordered to be paid for on the basis of 52 cents per lineal yard for one foot in thickness.

Machine Mining:

Undercutting rooms and pillars, 16 cents per ton; narrow work (8 feet wide or under, except room cross-cuts) 24 cents per ton; room cross-cuts five

feet wide or less, 45 cents per lineal yard and 16 cents per ton. Cutting across pillars at face of rooms any width, 16 cents per ton. Cutting through faults, entry width and height, 29 cents per lineal foot. Unweighed coal, entry width and height, 24 cents per lineal foot. Entries to be cut to give a minimum height of five feet two inches between top of permanent rails and bottom of cross bars.

SCRAPERS

Undercutting rooms and pillars, 18 cents per ton; narrow work (8 feet wide or under, except room cross-cuts) 18 cents per ton; room cross-cuts 33 cents per lineal yard and 12 cents per ton. Cutting across pillars at face of rooms, any width, 12 cents per ton. Cutting through faults, entry width and height, 22 cents per lineal foot. Unweighed coal, entry width and height, 18 cents per lineal foot.

LOADERS

In Rooms: Shooting and loading coal, unloading timber, furnishing explosives, taking down top slate and gobbing all rock and other waste or loading in cars if ordered, laying track, timbering and preparing place for cutting, and handling cars from and to entry, 63 cents'per ton.

Bone coal in middle of seams, over 4 inches in thickness, 52 cents per lineal yard. Room cross-cuts, pick work, \$1.88 per lineal yard and 63 cents per ton, including timbering as directed; machine mined from four to six feet wide, \$1.09 per lineal yard and 63 cents per ton, including timbering as

directed. Lifting bottom in squeezed rooms, when ordered, on the basis of 52 cents per lineal yard for squeezed rooms, when ordered, top brushing, either gobbed or loaded in cars as directed, to be paid for on the basis of 52 cents per lineal yard for each foot in thickness; timbering 24 cents per set for squared timber and 48 cents per set for round timber. A set of timber consists of a crossbar and two props. Resetting props, when ordered, and centre propping roads, 6 cents per prop. Room necks \$4.80 each. Water in rooms, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.42 for each half month. Dynamite free in wet shot holes.

In narrow work (8 feet wide or under, except in room cross-cuts): Shooting and loading coal, furnishing explosives, unloading timber and handling cars, taking down top slate to entry height and loading up all rock and other waste, laying temporary track and preparing place for cutting, 97 cents per ton.

Laying permanent track in entries, 3 cents per foot of track. Bone coal in middle of seam, over 4 inches in thickness, 52 cents per lineal yard. Timber in entries, entry cross-cuts and room necks, squared timbers, 24 cents per set; round timbers, 48 cents per set, to include lagging where necessary. Taking off corners for curves, where ordered, \$1.92 each. Brushing bottom in entries, entry width, on the basis of 94 cents per lineal yard for one foot in depth. Brushing top in entries to little coal, entry width, 90 cents per lineal yard. Cutting through faults, entry width and height, \$1.52 per lineal foot. Unweighed coal, entry width and height, 97 cents per lineal foot.

Wet places in entries, 12 cents per ton extra. Dynamite free in wet places and wet shot holes. Water in entries, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.42 for each half month or 24 cents per tank when tank is loaded by miners. This **does not** apply where 12 cents per ton extra is paid in wet places. Re setting props, when directed, 6 cents per prop. A set of timber consists of a crossbar and two props. Bridge sticks 6 inches by 6 inches or round timber, 48 cents per set.

All other prices and conditions underground to remain as existing previous to March 31st, 1917.

Employees to deliver their own coal.

Local Conditions

Dockage: A loader will be fined 25 cents for each offence for sending out dirty coal, and after the third offence he may be discharged. When fined his number will be placed on the dock board on the bankhead. The placing of his number on the dock board will be considered as due warning.

Abnormal Conditions: An abnormal condition shall be considered as a condition where the Seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness $2\frac{1}{2}$ cents per ton extra for each inch will be paid.

Inside Day Wages: To be computed from the time at which the first workmen in the shift leaves the surface to the time the first workman in the shift returns to the surface.

Wash house, \$1.00 per month

Electric Lamps, 1% of Gross Earnings.

THE CANADA WEST COAL COMPANY, LIMITED

All coal to be paid for on run-of-mine basis, one ton being 2,240 pounds.

Loading to include shooting, loading of coal, putting up props and laying of track in rooms. Where a room requires extra timber of more than 25 feet from the room face, the company will pay extra for the timbering of this at the rate of 24 cents per room.

Machine work to be divided between machine runners and scrapers as follows:

Machine runner 4-7; scraper 3-7.

All rooms at present over 30 feet in from the entry shall continue to be cut as under the present Agreement. In all rooms (other than above mentioned) the cutting shall be 6 inches in the clay, except for 7 feet on the track side of the room, where it shall be 9 inches in the clay. In all entries and narrow work where track is to be laid, the cutting shall be 9 inches in the clay. Where the machine-men do not cut the clay according to this contract, the clay shall be lifted by the miners or company's men, and the cost deducted from the earnings of the machine-man and scraper. All cutting to be considered machine dirt, and any miner loading out cuttings as coal shall be liable to dismissal.

Pick Mining:

Pillars in machine-rooms, per ton 97 cents.

Pillars of 12 feet up to 20 feet, per ton, \$1.09.

Rooms under Top Coal:

Cutting 30 cents per ton and 37 cents per lineal yard in rooms up to 20 feet wide; if ordered over

20 feet wide by the Pit Boss, extra yardage to be paid in proportion.

Loading 60 cents per ton.

To be considered 3 feet 4 inches in height; if the seam is under 3 feet 4 inches in height, $2\frac{1}{2}$ cents per inch extra for each inch will be paid.

Rooms Taking Down All Coal:

Cutting 30 cents per ton.

Loading 60 cents per ton.

Entries and Narrow Work Under Top Coal:

Cutting 30 cents per ton and 60 cents per lineal yard.

Loading 60 cents per ton and \$1.21 per lineal yard.

This to include the laying of track by loader. Ties not to be less than 4 feet apart, centre to centre, when ties are at hand.

Entries and Narrow Work, Taking Down All Coal:

Cutting 30 cents per ton and 48 cents per lineal yard.

Loading 60 cents per ton and \$1.21 per lineal yard.

This to include the laying of track by loader. Ties not to be less than 4 feet apart, centre to centre, when ties are at hand.

Brushing in Entries:

$9\frac{1}{2}$ cents per inch per lineal yard if put in cars or stowed in cross-cuts without loading in cars.

12 cents per inch per lineal yard if put in car, moved away and stowed.

Room necks and widening out rooms, ten yards narrow work. This applies to both cutters and loaders.

12 foot pillar to be left to support entry. Room necks to have 9 inches clay removed, widening 6 inches clay to be removed.

Total yardage not to exceed 10 yards. This applies to cutters and loaders. Rooms to be opened 19 feet wide.

Timbering:

Where the brushing is ordered to be stopped and in unbrushed entries, and also in the case of the first boom in each room neck, the company will pay flat booms at the rate of 24 cents per boom. Split booms and round booms not exceeding 5 inches in diameter shall be used under brushing in entries and in rooms where required, under the same terms and conditions as flat booms. Round booms (permanent) in entries 60 cents per set. When required by the company, booms will be hitched in 7 inches over coal on one side, instead of using leg for support.

Clod Scale:

Clod in entries where there is no brushing to be done, less than 4 inches to be removed free; 5 inch clod, 12 cents per lineal yard; each additional inch over 5 inches, 7 cents per inch per lineal yard.

In Roms: Clod to be removed free by the miners for the first 4 inches; 5 inches, 15 cents per lineal yard, and 6 cents each additional inch.

All miners to furnish their own explosives.

Measurements for underheight, present conditions to prevail.

LOCAL CONDITIONS

The company will furnish screened coal to their workmen, being heads of families, at \$2.50 per ton within a radius of one mile from the mine. Beyond this radius haulage to be charged.

Any loader sending up dirty coal shall be warned by having his name placed on the check-board at the mouth of the slope. Three offences in any two months shall be considered sufficient cause for dismissal.

If a man is charged with careless shooting of coal, he shall be warned for the first two offences, and on the third offence the Pit Boss shall take up the case with the Mine Committee, and if the case is proven he may be discharged.

Electric Light:

In the case of company employees using electric lights, current for the same being supplied by the Coal Company, deductions for same to be made, when due, through the payroll.

Wash-House:

After completion of new wash-house, a charge of \$1.00 per month will be made for use of same.

THE CANMORE COAL COMPANY, LIMITED

No. 1 Seam

Breasts:

20 feet wide, 4 feet high, \$6.99 per lineal yard.

Pillars:

30 feet wide, 4 feet high, \$7.62 per lineal yard; in creasing or decreasing thickness of seam to be paid

for proportionately at 90 cents per lineal yard, per foot down to a minimum thickness of 3 feet, including dirt or rock.

Skips:

\$3.17 per lineal yard, 10 feet wide, 4 feet high; increasing or decreasing thickness of seam to be paid for at rate of 30 cents per foot, per lineal yard, down to a minimum thickness of 3 feet; including dirt or rock.

No. 2 Seam

Breasts:

20 feet wide, coal to be paid for in proportion at \$1.27 per foot, per lineal yard, for each foot in thickness.

Pillars:

30 feet wide, coal to be paid for in proportion at \$1.59 per foot, per lineal yard, for each foot in thickness.

Skips:

10 feet wide, coal to be paid for in proportion at 63 cents per foot, per lineal yard, for each foot in thickness. Rock in this seam to be paid for at 12 cents per inch, per lineal yard.

No. 3 Seam

Prices to be the same as No. 1 Seam. The basis of measurement to be a maximum thickness of seam at 5 feet, instead of 4 feet, as in No. 1 Seam.

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No. 4 Seam**Breasts:**

20 feet wide. \$7.62 per lineal yard, 4 feet thickness; increasing or decreasing thickness of seam to be paid proportionately at 90 cents per foot, per lineal yard.

Pillars:

30 feet wide, 4 feet thickness, \$7.62 per lineal yard; increasing or decreasing thickness of seam to be paid for proportionately at 90 cents per foot, per lineal yard, down to a minimum thickness of 3 feet, including dirt or rock.

Skips:

10 feet wide, 4 feet thickness, \$3.81 per lineal yard; increasing or decreasing thickness to be paid for proportionately at 30 cents per foot, per lineal yard.

Carey Seam**Gangway:**

6 foot collar, 10 foot spread, 6 feet 6 inches high in the clear, as driven at present, and including coal, rock, timbering and laying track, per lineal yard \$15.11.

Breasts:

(Up the Pitch). 12 feet wide and 7 feet thickness of coal including timbering, chute and stairway, and brattice building, per lineal yard \$8.16.

Breasts:

(Across the Pitch). 12 feet wide and 7 feet thickness of coal, including timbering, brattice, tracklaying and handling of coal, per lineal yard \$7.56.

Pillars:

30 feet wide and 7 feet thickness of coal, including timbering and handling of coal, per lineal yard \$12.09.

These prices are based upon the present system of working; if a seam is more than 7 feet or less than 7 feet, to be paid for proportionately.

The following prices to prevail in all seams:

Chute building, 60 cents per lineal yard, to be built according to present practice, 4 feet wide, unless otherwise ordered by the Pit Boss. First length of chute 16 feet, \$3.02.

Bulkheads, according to present practice, \$3.02. All retimbering and replacing broken timbers in Breasts, if done by contract work, 8 inch or 10 inch timber at 6 cents per foot.

Gob or Brattice Building in Breasts, 37 cents per lineal yard.

All horizontal Breasts driven over 200 feet to be paid 60 cents per yard extra, up to 300 feet.

Chutes to be driven 12 feet wide at present rates, with $21\frac{7}{8}\%$ per cent increase.

Gangways to be driven by special contract.

LOCAL CONDITIONS

Mine run coal, \$2.50 per ton.

Screened coal, \$3.00 per ton.

Dynamite, 20 cents per pound.

Monobel, 30 cents per pound.

Wash-house, \$1.00 per month.

Water, outside tap, per house using, \$1.00 per month.

Fuse, caps and other supplies at present rates.

BANKHEAD MINES**No. "0000" Seam****Gangway:**

Special contract or days work.

Counter Gangway:

10 feet wide, inside timber and height of seam, \$4.24 per lineal yard, including single timber lagged.

Chutes:

(Between Main and Counter Gangways). 10 feet wide and height of seam, \$1.24 per lineal yard, including timbering, building of chute, brattice, ladderway and laying of sheet iron.

Breasts:

(Up Pitch). 20 feet wide by height of seam, \$7.26 per lineal yard, including timbering, building of brattice and chute, ladderway, and laying sheet iron. The coal to be put into chute, and clack and refuse to be gobbled, and the coal forked, if required.

Cross-cuts:

(Between Breasts). 10 feet wide inside of timber by height of seam, \$3.63 per lineal yard, including single timber lagged; slack and refuse to be gobbled if required.

Pillars:

40 feet wide, \$8.06 per lineal yard, including timbering, building chute and taking up old chute in Breast. The coal to be put into chute, and slack

and refuse to be gobbled; the coal to be forked if required.

The above prices are based on the seam being $3\frac{1}{2}$ feet thick; if more or less than $3\frac{1}{2}$ feet, to be paid for proportionately, except in Main Gangway.

No. "0" Seam

Main Gangway:

Special contract.

Counter Gangway:

10 feet wide inside the timber, and height of seam, \$4.24 per lineal yard, including single timber lagged.

Chutes:

(Between Main and Counter Gangways). 10 feet wide and height of seam, \$3.63 per lineal yard, including timbering, building of chute, brattice, ladderway, and laying of sheet iron.

Cross-cuts:

10 feet wide inside of timbers, and height of seam, \$3.63 per lineal yard, including single timber lagged. Slack and refuse to be gobbled if required.

Pillars:

(30 feet wide). \$6.05 per lineal yard, including timbering, building of chute and taking up of old chute in Breast. The coal to be put into the chute, and slack and refuse to be gobbled behind wing boards; the coal to be forked if required.

The above prices are based on the Seam being $3\frac{1}{2}$ feet thick, including cap rock; if more or less than

3½ feet, to be paid for proportionately, except in Gangways.

No. 2 Seam

Gangway:

Square sets, 8 foot collar between notches, 9 feet and 9 feet legs, 12 feet spread, placed 5 feet centres, lagged top and sides, \$9.67½ per lineal yard for coal, including timbering, and 90 cents per lineal foot of thickness per lineal yard for rock, when required to be lifted.

Counter Gangway:

Single timber, lagged, with a section on the low side of at least 3 feet, 10 feet wide from top to low side section, to inside of timbering, and height of seam, \$6.05 per lineal yard, including single timber lagged; \$1.21 per set three pieces lagged.

Chutes:

(Between Main and Counter Gangways). 10 feet wide, and height of seam, \$6.05 per lineal yard, including building of ladderway, chute and brattice, and laying of sheet iron.

Breasts:

(Up the Pitch). 20 feet wide, with airway on each rib, and coal chute and gob, \$7.05 per lineal yard, including timbering, building ladderway, brattice and chute, and laying sheet iron. Coal to be put into chute; all slack and refuse to be gobbed behind wing boards, and the coal to be forked, if required.

Cross-cuts:

(Between Breasts). 3 feet section on low side, if required, 8 feet wide from top of low side section, to inside of timbers, and height of seam, \$5.44 per lineal yard, including single timber, lagged.

Pillars:

(40 feet wide). \$10.48 per lineal yard, including timbering, building of chute and taking up of clod chute in Breast. The coal to be put into the chute, and slack and refuse to be gobbled behind wing boards, and the coal to be forked, if required.

Skips:

6 feet wide, and height of seam, \$3.02 per lineal yard, including timbering.

The above prices are based on the Seam being 8 feet to 10 feet thick; if more than 10 feet thick a proportionate allowance will be made, and if less than 8 feet a proportionate deduction will be made, except in Gangways.

No. 3 Seam**Gangway:**

Single timber lagged, with section on low side of at least 4 feet, 12 feet wide from top of low side section to inside of timbers, and 8 feet high, \$9.67½ per lineal yard, including single timber lagged. Where square timbers are required, 8 foot collar between notches, 8 foot and 9 foot legs, 12 foot spread, placed 5 feet centres, lagged top and sides, \$10.88 per lineal yard, including timber, and 90 cents per foot thickness, per lineal yard, for rock.

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Counter Gangway:

Single timber lagged, with a section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timbers, and 8 feet height of seam, \$7.26 per lineal yard, including single timber, lagged.

Chutes:

(Between Main and Counter Gangway). 10 feet wide and height of seam \$6.05 per lineal yard, including building of ladderway, chute and brattice, and laying sheet iron.

Breasts:

(Up the Pitch). 20 feet wide, \$7.05 per lineal yard, including timbering, building ladderway, brattice and chute, and laying sheet iron; the coal to be put into the chute, and all slack and refuse gobbed behind wing boards, and the coal forked, if required.

Cross-cuts:

(Between Breasts). 3 foot section on low side, if required, 8 feet wide from top of low side section to inside of timbers, and height of seam. \$5.44 per lineal yard, including single timber lagged.

Pillars:

(40 feet wide). \$9.88 per lineal yard, including timbering, building of chute and taking up of old chute in Breast. Coal to be put into the chute, and slack and refuse to be gobbed behind wing boards, and coal to be forked, if required.

Skips:

6 feet wide, and height of seam, \$3.02 per lineal yard, including timbering.

The above prices are based on the Seam being 8 feet thick; if more than 8 feet, to be paid for proportionately, except in Gangways.

No. 4 Seam**Main Gangway:**

Single timber lagged, with a section on low side of at least 4 feet, 12 feet wide from top of low side section to inside of timber, \$10.28 per lineal yard for coal, including single timber lagged; 90 cents per foot of thickness per lineal yard for rock. When square sets are required, 8 feet collars between notches, 8 foot and 9 foot legs, 12 foot spread, 5 feet centre to centre, lagged top and sides, \$11.49 per lineal yard for coal, including timber, and 90 cents per foot of thickness per lineal yard for rock.

Counter Gangway:

(On Upper Bench of Seam). Single timber lagged, with a section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timber, 9 feet high, \$7.26 per lineal yard, including single timber lagged.

Chutes:

(Between Main and Counter Gangways, on Upper Bench of Seam). 10 feet wide, \$6.05 per lineal yard, including building of ladderway, chute and brattice, and laying of sheet iron.

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Breasts:

(Up the Pitch on Upper Bench). 20 feet wide, including timbering, building of chute, brattice, stairway, and laying sheet iron; the coal to be put into the chute, and slack and refuse gobbed behind wing boards, and the coal to be forked, if required, \$7.86 per lineal yard.

Cross-cuts:

(Between Breasts on Upper Bench of Seam). 3 foot section on low side, if required, 8 feet wide from top of low side section to inside of timber, and height of bench, \$6.05 per lineal yard, including single timber, lagged.

Pillars:

(40 feet wide in Upper Bench). \$12.39 per lineal yard, including timbering, building chute, taking up old chute in Breast. Coal to be put into chute, and slack and refuse gobbed behind the wing boards, and the coal to be forked, if required.

Skips:

(Upper Bench). 6 feet wide and height of seam, \$3.02 per lineal yard, including timbering.

The above prices are based on the seam being 9 feet thick; if more than 9 feet, to be paid for proportionately, except in Gangways.

No. 5 Seam**Main Gangway:**

Single timber lagged, with a section on low side of at least 4 feet, 12 feet wide from top of low side

section too inside of timber, including single timber lagged, \$8.71 per lineal yard for coal, and 90 cents per foot of thickness per lineal yard for rock when required to be lifted. When square sets are required, 8 foot collars beteen notches, 8 foot and 9 foot legs, 12 foot spread, 5 feet centre to centre, lagged top and sides, \$9.92 per lineal yard; 90 cents per foot of thickness per lineal yard for rock.

Counter Gangway:

Single timber lagged, with section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timber, and height of seam, \$7.26 per lineal yard, including single timber lagged.

Chutes:

(Between Main and Counter Gangway). 10 feet wide, \$6.05 per lineal yard, including building of ladderway, chute and brattice, and laying of sheet iron.

Breasts:

(Up the Pitch). 20 feet wide, including timbering, chute, air-tight brattice, stairway, laying of sheet iron, and the cap rock; all coal to be forked if required and the slack and refuse to be gobbed behind the wing boards, and the coal to be put into the chute \$7.86 for the coal and the rock.

Cross-cuts:

(Between Breasts). 3 foot section on low side if required, 8 feet wide from top of low side section to inside of timber, and the height of seam, including single timber lagged, \$5.44 per lineal yard.

Pillars:

(40 feet wide). \$12.90 per lineal yard, including timbering, building of chute, and taking up old chute in Breast. The coal to be put into the chute, and slack and refuse to be gobbed behind wing boards and the coal to be forked, if required.

Skips:

6 feet wide and height of seam, \$3.02 per lineal yard, including timbering.

The above prices are based on the seam being .8 feet thick; if more or less than 8 feet, to be paid for proportionately, except in Gangways.

No. 6 Seam**Main Gangway:**

Single timber lagged, with a section on the low side of at least 4 feet, 12 feet from top of low side section to inside of timber, \$9.67½ per lineal yard for coal, including single timber lagged; and 90 cents per foot of thickness per lineal yard for rock, where required to be lifted.

Counter Gangway:

Single timber lagged, with a section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timber, and 8 feet height of seam, \$7.26 per lineal yard, including single timber lagged.

Chutes:

(Between Main and Counter Gangways). 10 feet wide and height of seam, \$6.05 per lineal yard, including building of ladderway, chute and brattice, and laying sheet iron.

Breasts:

(Up the Pitch). 20 feet wide, \$7.86 per lineal yard, including timbering, building ladderway, brattice, chute, and laying sheet iron; coal to be put into chute; the slack and refuse to be gobbled behind wing boards, and the coal to be forked, if required.

Cross-cuts:

(Between Breasts). 3 foot section on low side if required, 8 feet wide from top of low side section to inside of timber, and height of seam, \$5.44 per lineal yard, including single timber lagged.

Pillars:

(40 feet wide). \$11.49 per lineal yard, including timbering, building of chute, taking up of old chute in Breast. Coal to be put into the chute, slack and refuse to be gobbled behind wing boards, and the coal to be forked, if required.

Skips:

6 feet wide and height of seam, \$3.02 per lineal yard, including timbering.

The above prices are based on the seam being 8 feet thick; if more or less than 8 feet, to be paid for proportionately, except in Gangway.

ALL SEAMS

Pushing and dumping coal over 200 feet and up to 300 feet 60 cents per lineal yard.

It is understood that the coal in all places is to be

mined with the use of as little powder as possible.

Gangways in fault to be driven by special contract or day work.

Skips Only:

Where coal is shovelled over 25 feet, the company agrees to furnish a small car or pay 60 cents per lineal yard extra.

\$3.02 will be paid for bulkheads, if required to be built by the miner.

LOCAL CONDITIONS

Penalty for Loading Impurities:

The miners are to deliver their coal as free from rock or other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence; for the second offence or aggravated cases he may be discharged.

Supplies, Etc.:

The company will deliver coal to their employees residing at Bankhead at the following prices:

Nut coal, \$3.00 per ton.

Stove or Egg coal, \$4.00 per ton.

Briquettes, \$4.00 per ton.

Electric Lights, per 16 C.P. light, per month 50 cents.

Dynamite, 30 per cent., 20 cents per pound.

Monobel, 30 cents per pound.

Caps, to remain as at present.

Fuse, to remain as at present.

Wash-house, \$1.00 per month.

Library, 25 cents per month.

Company men to furnish their own tools, which the company agree to take back when they leave.

House rents to remain as in the agreement expiring March 31st, 1917, so long as conditions in connection with houses remain the same.

BRAZEAU COLLIERIES, LIMITED

Seam No. 2

Main Entry:

67 cents per gross ton of coal of 2,240 pounds.

Yardage:

\$1.82 per lineal yard.

Timbering:

Collar to be 12 feet. between notches; price per set of three pieces at least 12 inches thick, with suitable lagging, \$2.42.

Cap Rock:

To be gobbed and paid for at the rate of 1 cent per inch in thickness, per foot in width, per lineal yard.

Water Level, Counter Level, Slants and Main Airway:

Coal, 67 cents per gross ton.

Yardage, \$1.82 per lineal yard.

Timbering, collar to be 10 feet between notches; price per set of three pieces at least 10 inches thick, with suitable lagging, \$1.21.

Cap rock: Same as above.

Cross-cuts and Companion Airways:

Coal 67 cents per gross ton.

Yardage, 60 cents per lineal yard. If the length exceeds 50 feet, an extra 24 cents per yard to be paid for exceeding distance. Minimum dimensions, 4 feet by 6 feet.

Timbering: When set of timber required, price per set of three pieces to be \$1.21.

Cap rock: Same as above.

Rooms:

Coal, 67 cents per gross ton of 2,240 pounds.

Timbering: Collar to be 16 feet long, with two side props and centre prop suitably lagged.

\$1.21 per set of 6 to 8 inches diameter.

\$1.52 per set of 8 to 10 inches diameter.

\$1.82 per set of 10 to 12 inches diameter.

Increasing 30 cents per set for every two inches increase in diameter.

Second centre prop and lagging to be paid at $3\frac{3}{4}$ cents per foot per post.

Cap Rock or Draw Slate: To be gobbled between centre props and paid for at 1 cent per inch in thickness, per foot in width, per lineal yard.

In Pillars: Cap Rock to be gobbled and paid for at the rate of $\frac{1}{2}$ cent per inch in thickness, per foot in width, per lineal yard.

Props in Pillars: To be set 9 feet centres, with cap piece. (This included in tonnage price). Where extra props are required, they will be paid for at the rate of $3\frac{3}{4}$ cents per lineal foot.

McGinty:

For each time the McGinty is moved and properly set, the company will pay \$3.63. The maximum distance it shall be moved is 12 feet. For snubbing post \$1.82.

Tracklaying:

The switch in room neck to be laid by the company. Further in, the miners will lay their own track at the price of 18 cents per lineal yard and per track, or 37 cents per lineal yard and per double tracking. The short temporary tracks to be laid free of charge.

Drawing Pillars:

Coal, 60 cents per gross ton of 2,240 pounds.

Timbering: Posts provided with cap piece, price as above.

Cogs: To be filled and packed with rock, if rock at hand. Price as follows:

For cogs 3 feet square, 20 cents per foot in height.

For cogs 4 feet square, 27 cents per foot in height.

For larger cogs, $1\frac{1}{4}$ cents per square foot of area and per foot of height.

Bridge Sticks: If required to be set by the miners, minimum length to be 10 feet between notches. The thickness to be not less than 10 inches. Price per set of three pieces \$2.42. 24 cents extra per set per foot of height over 10 feet.

Seam No. 3**Main Entry:**

Coal, 67 cents per gross ton.

Yardage: \$1.82 per lineal yard.

Timbering: Collar to be 12 feet between notches, price per set of three pieces at least 12 inches thick, with suitable lagging, \$2.42, when the legs do not exceed 10 feet in height; 24 cents extra per set per foot of height over 10 feet.

In case of abnormal conditions, prices to be arranged.

Water Level, Counter Level, Slants and Main Airways:

Coal: 67 cents per gross ton.

Yardage: \$1.82 per lineal yard.

Timbering: Collar to be 10 feet between notches, price per set of three pieces at least 10 inches thick, with suitable lagging, to be \$1.21, if height of post is not over 10 feet; 24 cents per set per foot of height over 10 feet.

Cross-cuts and Companion Airways:

Same price as in Seam No. 2.

Rooms:

Coal: 67 cents per gross ton.

Timbering: Collar to be from 12 to 16 feet long, with two side posts and a centre post, and to be suitably lagged. Size and prices same as in No. 2 Seam.

An extra 12 cents per foot to be paid for every foot over 10 feet, when longer posts to be used.

McGinty:

Same as in No. 2 Seam.

Tracklaying:

Same as in No. 2 Seam.

Drawing Pillars:

Coal: 60 cents per gross ton.

The coal to be taken out on the full thickness of the seam.

Timbering: Posts and cap pieces—conditions and prices the same as in No. 2 Seam.

Bridge Sticks: Same sizes and prices as in No. 2 Seam.

Tracklaying: Except in the rooms, the tracks will be laid by the company. Each place will be provided with a pair of temporary tracks, to be laid by the miners without charge.

Pushing in Levels: The cars to be pushed to a distance of not exceeding 75 feet. If this distance of 75 feet is exceeded, the yardage price to be increased by 24 cents per yard for the exceeding distance.

In Rooms: The cars to be delivered by the miners at the bottom of the room; the hanging on and the removal of the full cars being done by the company. In the rooms less than 80 feet in length from level, the miners to put in their own cars if necessary.

Brushing: The prices for brushing in stone to be arranged according to conditions and thickness of rock.

Forepoling: Where forepoling is required, the price to be arranged according to conditions.

Abnormal Conditions in Working Places:

An abnormal condition shall be considered where a seam is faulty or thins out or becomes so hard that a man cannot earn a fair day's wage. When abnormal conditions arise, such as rock work, faulted coal or pinched coal, such places shall be paid for

by day's pay or special contract until normal conditions prevail.

Where it is necessary to use hand fans, payment for same to be mutually arranged.

LOCAL CONDITIONS

Dockage:

The dirt or slate or other impurities picked from coal going over picking tables or screens shall be weighed for a period of six (6) working days. From this method of weighing the average weight of waste contained in each mine car will be determined, and form a basis of deductions per car in favor of the company; or in other words, presuming that the average dirt taken from each car equals 17 pounds, then the company will have the right to deduct from the weight of each pit car 12 pounds, to compensate them for hauling and handling of waste. If the average of waste in each car does not exceed 5 pounds per car, there will be no deductions made for waste, the 5 pounds per car being considered a reasonable allowance per car for slate or waste the miner or loader cannot consistently pick out from the different kinds of coal.

If the average weight of the dirt in each car exceeds 17 pounds, or runs below 17 pounds, the difference between the actual average weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out in each car may be

checked at either the request of the miners or the company at any time during the life of this Agreement.

Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail:

First offence: 50 pounds of rock or slate, warning and fine of 100 pounds of coal.

After the first offence, 65 pounds of rock or slate shall be fined 200 pounds of coal; 85 pounds of rock or slate shall be fined 400 pounds of coal; and 150 pounds of rock or over shall be fined all the coal in the car and be liable to discharge.

The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

The money coming from this special list of fines (after deducting the actual weight of rock) shall be applied to providing prizes for miners' sports or to the entertaining of miners' children.

Coal to employees, run-of-mine, delivered Nordegg Townsite, per ton \$2.50.

Sanitation and water per month, for each house \$1.00.

Electric light per month, for each 16 C.P. light, 50 cents.

Wash-house per month, \$1.00.

Tool sharpening per month 50 cents.

House rent per month, for 4 roomed cottage, \$10.

Doctor and Hospital per month \$1.50.

Electric Detonators, 6 feet, each 6 cents.

Electric Detonators, 8 feet, each 8 cents.

Monobel, per pound 30 cents.

Company men to furnish their own tools, which the company will take back at their initial value when they leave.

Note: In places where water is continuously dripping from the roof in such quantities as to saturate the workmen's clothing, the company will provide oilskins. Employees are to be responsible for all oilskins. Should they fail to return same on quitting, the price of oilskins will be deducted from their wages.

Supplementary Order
OF
W. H. ARMSTRONG
Director of Coal Operations

Calgary, July 31st, 1917

By virtue of the authority vested in me by order of the Committee of the Privy Council, passed under the Provisions of the War Measures Act of Canada, 1914, I hereby direct that the following Amendments to the tentative agreement and changes in working conditions and alterations in rates of wages shall be in force and effect for the period of said agreement.

GENERAL CLAUSES

No. 1. Management of Mines:

The clause entitled "Management of Mine" is hereby eliminated and the following inserted in lieu thereof: "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.

No. 2. System of Working:

The following clause shall be added to the "New Work" Clause of this agreement. Whenever any new system is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the Company or the employee may ask for a price to be fixed on the work as "New Work"; as for example, a change from "Longwall" to "Pillar and Stall", or vice versa, shall be considered "New Work."

No. 3. Wet Places:

The clause in the tentative agreement defining "Wet Places" is hereby eliminated, and the following substitute shall be applicable—"A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing, or where standing water is over six inches deep shall be considered a "Wet Place." The rate for Wet Places shall be fifty cents per day extra for all inside day wage men, and the present classifications of day wage men for wet pay in the tentative agreement are hereby cancelled. Where extra remuneration is now provided for in contract rates in the tentative agreement, same will not be affected.

Note. The extra payment of fifty cents per day shall not apply where in lieu of a contract, a higher

day rate than the tentative agreement specifies, is in effect.

No. 4. Blasting:

The following clause shall be added—"Where in the future, blasting is prohibited in the mine and it can be shown that the earnings of the Miner are decreased thereby, the contract rates shall be taken up as under the "New Work" Clause and an equitable allowance shall be made."

No. 5. Overtime:

Operators are hereby requested to eliminate any work on Sundays and Holidays as far as possible.

No. 6. Coke Oven Rates:

The clause covering Coke Oven Rates shall be amended as follows:

Bee Hive Coke Ovens

Levelling and Drawing (6½ Ton Charge) per Oven \$1.30 instead of \$1.24.

Levelling and Drawing (5 Ton Charge) per Oven \$1.05 instead of 99c.

Loading into box or open cars (over 200 Tons per month) per ton 23c. instead of 21½c.

Loading into box or open cars (less than 200 tons per month) per ton 21c instead of 19c.

All other rates to remain as at present.

No. 7. Classified Employment:

The following occupations shall be classified Rope Splicer, Saddler, Brick Layer, Boiler Maker, Plumber, Jigger, Linesman, Machine Shop Driller, Saw Filer, Wash House Man and Pipe Fitter.

The hours, working conditions, and rates of wages at present paid to the above classes of labor shall remain in force and effect during the term of the tentative agreement, which are now in operation at the respective mines.

The following shall apply locally to the individual mine as specified:

FERNIE AND MICHEL

No. 1. Bridge Sticks:

The clause covering Bridge Sticks is hereby eliminated and the following substituted therefor. "Bridge Sticks" shall be set either by Company Men or by the Miner. If set by the latter they shall be paid for at the rate of \$2.42 per bridge stick.

No. 2. Partners:

The Company is requested to facilitate the selection of partners for contract miners as far as practicable.

No. 3. Pay Statements:

The management is requested to insert the number of shifts worked, on all Pay Statements.

No. 4. Entry Timber:

The Company is requested to take up this matter with the Pit Committee and endeavor to reach a satisfactory solution.

CORBIN

No. 1. Contract Rates:

The Company is requested to take up the matter of Contract rates with the men's representatives.

No. 2. Price for Levels:

The Company is requested to arrange a conference with the Pit Committee in order to arrange prices for Levels.

CARBONDALE**No. 1. Tonnage:**

The Company is requested, that where more than two Contract Miners are placing coal into the same chute on a tonnage contract, to pro rate the tonnage from each working place on a basis of cubical measurements.

No. 2. Shovelling Coal into Chuts:

The Company is requested to investigate the complaint in regard to the shoveling of coal into chutes where same are built up and endeavor to reach a satisfactory solution of the matter.

No. 3. Brushing:

The clause "Brushing" is hereby eliminated, and the following substituted therefor: "Brushing shall be paid for at the rate of one cent per foot in width per inch in depth, per lineal yard up to twelve feet in width; over twelve feet in width in pillars, no brushing to be paid for." Brushing in main entry where a ratchet drill is used, 10c per inch per lineal yard; if done by hammer and steel to be Company work.

No. 4. Lagging:

Conditions as existed on March 31st, 1917, shall prevail.

No. 5. Lamp Keys:

The matter of additional Lamp Keys is one which the Company should adjust and is outside of the jurisdiction of the Director of Coal Operations.

No. 6. Coal for Employees:

The Company is requested to supply run of mine coal to their employees at the rate agreed upon namely \$2.50 per ton.

COLEMAN**No. 1. Brushing:**

The clause "Brushing" is hereby eliminated and the following substituted therefor. "Brushing shall be paid for at the rate of 1 cent per foot in width, per inch in depth, per lineal yard, up to 12 feet in width; over 12 feet in width in pillars, no brushing to be paid for." "Brushing in main entry which a ratchet drill is used, 10 cents per inch per lineal yard; if done by hammer and steel to be Company work."

No. 2. Lagging:

Conditions as existed on March 31st, 1917, shall prevail.

No. 3. Coal for Employees:

The Company is requested to supply run of mine coal to their employees at the rate agreed upon, namely \$2.50 per ton.

BELLEVUE**No. 1. Sheet Iron in Pillars:**

The rate covering sheet iron in pillars is hereby amended to read one cent per ton instead of one-half cent per ton as stated in the tentative agreement.

No. 2. Box Car Handler:

The rate for Box Car Handler shall be that as specified in the tentative agreement under "Railway Car Handler."

No. 3. Counter Contract:

If a contract has been mutually entered into between the Company and the representatives of the man for a counter gangway, it shall remain in force and in effect during the term of the tentative agreement.

FRANK**No. 1. Extraction of Pillars:**

The special day rate which now obtains the old mine at Frank for extraction of pillars will continue in force and in effect during the tenure of the tentative agreement, provided the same working conditions prevail.

No. 2. Counter Entry, Shaft Mine:

The Company is requested to take up with the Pit Committee the matter under dispute with regards to the counter entry in the shaft mine.

No. 3. Fuel and Other Rates:

The rates for coal, water, light and house rent for employees shall remain as agreed upon.

LETHBRIDGE

No. 1. Loaders in Rooms:

The following shall be added to the rates for loaders in rooms:

Booms in rooms 4 x 6	-----	24c each
Booms in rooms 3 x 5	-----	15c each

No. 2. Delivery of Coal:

The Company is requested to endeavor to alleviate the complaint in regard to the delivery of coal to its employees.

No. 3. Firemen and Roller Men:

The Company is hereby requested to pay the rate of wages as provided for in the agreement to men who are doing Firemen's work, and the same rule shall apply to Roller Men.

No. 4. Bone Coal:

The clause covering "Bone Coal" shall be eliminated and the following substituted therefor; "Bone Coal in any portion of the seam, except top or bottom which exceeds the total thickness of four inches shall be paid for at the rate of 48 cents per lineal yard."

CHINOOK

No. 1. Timber and Cap Pieces:

The Company is requested to supply timber and cap pieces of proper specifications as near as practicable.

No. 2. Bone Coal:

The clause covering "Bone Coal" is hereby eliminated and the following substituted therefor: "Bone Coal in any portion of the seam, except top or bottom which exceeds the total thickness of four inches shall be paid for at the rate of 48 cents per lineal yard.

No. 3. Track Laying:

The following clause shall be added, "Where Contract Miners in Pillars lay or re-lay track, they should be paid for same at the rate of three cents per foot of track. Measurements to be taken from one end of switch to point where pillar extraction commences.

No. 4. Wash House:

Complaint has been received of the wash house conditions and the Company is requested to relieve the situation as far as practicable.

No. 5. Delivery of Coal to Employees:

Complaint has been received as to the length of time required in delivering coal to employees. The Company is requested to adjust this complaint as far as practicable.

KIPP**No. 1. Retarders on Screens:**

A complaint has been received that retarders on screens are affected the individual rates of miners' output of coal. The Company is requested to investigate this grievance and alleviate it as far as practicable.

No. 2. Entries on Butt:

A request has been received for an increase of three cents per ton for machine men and scrapers and five cents per ton for loaders on thirty foot entries on butt. If this matter is not covered by rates under the tentative agreement it should be taken up under the heading "New Work."

No. 3. Dockage Clause:

A complaint has been received in regard to the present dockage clause. The Company is requested to take this matter up with the Pit Committee and endeavor to arrive at a satisfactory solution of the same.

No. 4. Re-Timbering:

The following clause shall be added—"Re-Timbering shall be done by the Company men or by the Miner. If done by the latter he shall be paid at the rates provided for in the tentative agreement."

No. 5. Pay Statements:

The Company is requested to mark all shifts on employees' Pay Statements.

TABER
No. 1. Timbering:

The following clause shall be added: "Flat booms in rooms, entries and pillars shall be paid for at the following rates:

Booms 6 x 4	-----	24c each
Booms 3 x 5	-----	15c each

No. 2. Clod:

The following clause shall be added—"Where the Company requires the Miner to take down the clod in entries and rooms and where no brushing is to be done they will pay the Miner for doing the same including stowing or loading out of the cars as required by the Company separate from the coal, one-half cent per inch in thickness, per foot in width, per lineal yard."

BANKHEAD**No. 1. Chutes: No. 0000 Seam:**

The following change shall be made. The rate shall be increased from \$4.24 to \$4.74 for twenty-five feet which includes breaking away chutes from gangway to counter gangway.

No. 2. Cross-cuts No. 0000 Seam:

The following change shall be made—The rate shall be increased from \$3.63 to \$4.13.

No. 3. Counter Gangway, No. 2 Seam:

The following change shall be made—The rate shall be increased from \$6.05 to \$7.26 per lineal yard.

No. 4. Shovelling in Cross-cuts in all Seams:

The following clause shall be added: If over twenty-five feet and up to thirty-five feet yardage, thirty cents extra per lineal yard unless small car furnished. If over thirty-five feet and up to fifty feet yardage 60 cents per lineal yard unless small car furnished.

CANMORE**No. 1. Pushing of Cars:**

The following clause shall be added: If the coal is pushed more than three hundred feet, compensation is to be arranged between the Company and the man—or the work is to be done by Company work.

NORDEGG**No. 1. Collars and Bridge Sticks:**

The Company is requested to endeavor to adjust the complaint with regard to collars and bridge sticks.

No. 2. Forepolling:

The following clause shall be in lieu of the present clause in the tentative agreement: "Where forepolling is ordered by the Company, it shall be paid for at the rate of sixty-two cents per yard where actual forepolling is done." Forepolling should not be confused with lagging.

No. 3. Pushing of Cars:

The Company is requested to reduce the extra pushing up cars to a minimum as far as practicable.

The foregoing amendments, alterations in working conditions and rates of wages shall become operative on the first of August, 1917.

W. H. ARMSTRONG,

Director of Coal Operations.

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