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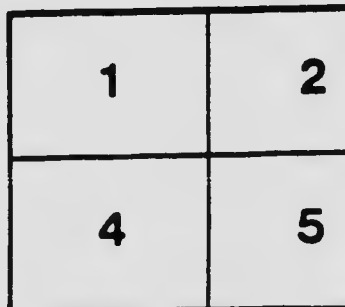
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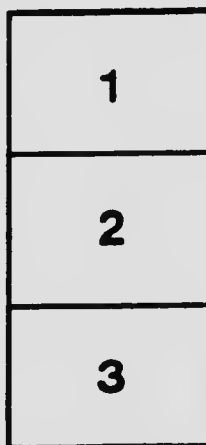
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(ANSI and ISO TEST CHART No. 2)



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90

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125

140

157.5

175

195

216



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# **COPY of AGREEMENT**

**Affecting the following Companies as  
Entered into by Dist. 18, U.M.W. of A.**

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**Canada West Coal Co., Limited  
Duggan, Huntrods & Co.  
Domestic Coal Co.  
Union Coal Co.**



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**Located at Taber, Alta., Canada**

1834-4391

# AGREEMENT

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Canada West Coal Co., Limited

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It is hereby agreed between the Canada West Coal Company, Ltd., of the first part, and employees of the said Company, as represented by the United Mine Workers of America, District No. 18, of the second part.

That the agreement existing prior to December 9th, 1907, respecting general provisions and scales of contract prices and wages shall govern the parties hereto for the period commencing December 9th, 1907, and ending March 31st, 1909, in so far as the



same may not be modified or affected by the provisions of this agreement; it being understood and agreed that the parties hereto will meet in conference sixty days prior to the expiration of this agreement to discuss a renewal thereof.

This agreement covers the mines and outside plant operated by the said company, and all persons accepting employment at these mines agree to be governed by the following rules and regulations:

#### 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 shall be submitted to the Pit

committee, the person or persons affected shall endeavor, by personal application to the Pit Boss, to settle the matter, and in the event of their 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 and any employee, the Pit committee and mine superintendent 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 to settle any dispute so referred to them, as well as in the event of any other dispute arising, the matter in dispute shall be referred to the General Superintendent or General Manager of the company, and the officers of District No. 18, U. M. W. of A. for settlement, and if they agree their decision shall be final. Should they fail to agree, it shall

be referred to a joint committee, said committee to be made up of three operators appointed by the Canada West Coal Company, Ltd., and three miners appointed by District No. 18 of the U.M.W. of A., for settlement. If they agree their decision shall be binding upon both parties. A majority of the full committee must vote in favor of any action before it can be declared carried. In the event of a failure to agree, the committee shall endeavor to select an independent chairman, and failing to agree on an independent chairman, the Minister of Labor shall be asked to appoint such chairman; the decision of the committee thus constituted shall be binding upon both parties. The joint committee, when necessary, shall meet on the second Monday of each month.

(d) In the meantime, and in all cases, while disputes are being investigated and settled, the miners, mine laborers and all other part-

ies 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 a claim be made within five days where a man or men 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 claim is made for compensation for time lost, in case where reinstatement shall follow, it shall be left to the joint committee 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 same is to continue in full force and effect. It is not intended,

however, by this subsection to abridge the right of the men to suspend work after final settlement as herein provided, if any operator or operators refuse to be bound by any decision given against them under this article.

Article 2—No miner working at contract work on coal shall be allowed to hire laborers.

Article 3—The Company gives the U.M.W. of A. a full recognition, and concedes to the check-off system; that is to say, upon the individual request in writing of any of the Company's employees, the Company shall deduct such monies from their wages as is designated for dues, assessments, fines and initiation fees; in other words the Company will retain from wages due employees any sum they may have given orders upon the Company for, in writing, payable to such officers of the U. M.W. of A. as may be designated in such orders.

Article 4—The Company will furnish screened coal to their workmen at \$2.50 per ton, within a radius of one mile from the mine. Beyond this radius haulage to be charged.

Article 5—The Company will deliver all timbers as near the working face as possible.

Article 6—The hours of labor are to remain as at present.

Article 7—The Company will furnish duplicate statements to all workmen and will pay by cheque semi-monthly.

Article 8—The Company will make deductions from all contract miners for wages of check-weighers.

Article 9—The employees will have the right to make their own doctor and hospital arrangements, the Company agreeing to make the usual deductions for same, the

majority to rule in all cases of selection of doctor.

### Schedule A

Commencing December 9th, 1907, the following schedule of wages will be paid at the Canada-West Coal Company's mines, located at Taber, Alberta:

Pillars in pick-driven rooms, 90 cents per ton, 2240 lbs.

Pick work in rooms 90 cents per ton, 2240 lbs.

Pillars in machine rooms, 90 cents per ton, 2240 lbs.

Pillars of 12 ft. up to 20 ft., 90 cents per ton, 2240 lbs.

Machine cutting in rooms by punching machines, 30 cents per ton, 2240 lbs.

Loading after machines in rooms, 50 cents per ton, 2240 lbs.

Entry work and narrow work between pillars of entries and necks of rooms to be paid at the rate of \$1.25 per ton of 2240

pounds, to be divided as follows :  
for loaders 82½ cents and 42½  
cents for machine men. It is fully  
understood that this price does not  
apply to crosscuts in rooms and  
that the mining is to be done un-  
der the coal no less than 9 inches  
in thickness. This price applies to  
punching machines only.

Electric machine runners, \$3.50  
per shift of 8 hours at the face.

Electric machine scrapers, \$3.00  
per shift of 8 hours at the face.

The Company will pay the sum  
of \$3.00 per shift to all miners  
taken from contract to Company  
work.

All other wages to remain as in  
old contract.

All other day work not included  
in old contract to be district  
rates.

Signed, sealed and delivered in  
triplicate, this sixth day of De-  
cember, 1907, on behalf of the  
Canada-West Coal Company, Lim-



ited, and the United Mine Workers  
of America, District No. 18.

James Taylor, Superintendent.

F. H. Sherman, President Dis-  
trict 18, U.M.W. of A.

John R. Galwin, Vice President,  
District 18, U.M.W. of A.

Local Committee—

Robert Doodson.

J. W. Turner.

James Wilson.

Peter Patterson, International  
Board Member.

Witness—

Chas. A. Stuart.

V. S. Kidd.

# AGREEMENT

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Domestic Coal Company  
Duggan, Huntrods & Company

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Agreement made this 7th day of December, 1907, between the Domestic Coal Co., of Taber, Alta., of the first part; Duggan Huntrod and Company of the second part and the employees of the said companies as represented by the U.M.W. of A., District No. 18, of the third part.

The agreement entered into on the 6th day of December, 1907, between the Canada West Coal Co., Limited, and their employees as represented by the U.M.W. of A.

District No. 18 shall, mutatis mutandis, and except in so far as changed or modified by this agreement apply to and be binding upon the parties hereto respectively.

The Companies will furnish duplicate statements to all workmen and will pay semi-monthly in the same manner as at present.

Commencing Dec. the 9th, 1907, the following schedule of wages will be paid at the Duggan Huntrod & Co., and the Domestic Coal Co.'s mines, located at Taber, Alberta.

#### Contract Rates

Pick mined coal, 90 cents per ton of 2240 lbs, run of mine.

Forked coal, \$1.05 per ton of 2000 lbs.

Yardage entries and narrow work, \$1.00 per lineal yard.

Room necks and widening out rocks, 9 ft, \$4.00; 12 ft. \$5.00

Brushing, 10 cents per inch per lineal yard or on company time at district rates for rock miners. Miners to do the stowing and furnish explosives. Stowing over 100 yards from working face to be paid extra.

#### Clod Scal:

The clod to be removed by the miners for nothing for the first four inches; for five inches for 12½ cents per lineal yard and 5 cents for each additional inch. Clod in entries and narrow work is to be paid for as brushing, in rooms the width of the rooms. It is understood that rooms are to be 16 feet wide. Rooms ordered to exceed 16 feet to be paid extra in proportion.

All other wages to remain as in old contract.

All other day work not included in old contract to be paid district rates.

All water in the mines to be removed by the companies.

Signed, sealed and delivered in triplicate this 7th day of December, 1907:

On behalf of the Domestic Coal Company,

W. E. Bullock.

On behalf of the Duggan Huntrods and Company,

R. G. Duggan.

E. S. T. Huntrods.

On behalf of the U.M.W. of A., District No. 18,

F. H. Sherman, President.

J. A. McDonald, Sec.-treas.

Peter Patterson, Int. Board Member.

On behalf of local union No. 102.

James Boyle.

Wm. Murdock.

John Hill.

Heber C. Black.

John Brown.

Alfred Mitchell.

Local Committee.

Witness,

Chas. A. Stuart.

# AGREEMENT

Union Coal Company

Agreement made this 16th day of January, 1908, between the Union Coal Co., of Taber, Alta., and the employees of the said Company as represented by the United Mine Workers of America, District No. 18.

It is understood and agreed that the conditions and hours of labor prevailing in the Taber district shall govern the parties hereto during the life of this agreement.

### Contract Rates

Run of Mine Coal, 2240 lb ton,  
\$1.00 per ton.

Yardage—Entries and narrow  
work, \$1.00 per lineal yard.

Room necks and widening out  
rooms, 9 feet, \$4.00; 12 feet, \$5.00

Brushing—Scale, 10 cents per  
inch.

### Clod Scale

The clod to be removed by the  
miners for nothing for the first 4  
inches; for 5 inches 12½c. per lineal  
yard and 5 cents for each additional  
inch per lineal yard.

Clod in entries and narrow work  
is to be paid for as brushing.

In rooms, the width of the  
rooms. It is understood rooms  
are to be 16 feet wide. Rooms ordered  
to be driven over 16 feet to  
be paid extra in proportion.

### Day Work Rates

Underground — Miners, \$3.00 ;  
Drivers, \$2.80; Pushers, \$2.50.

Outside labor—Dumpers, \$2.50.

This agreement commences January 16th, 1908, and terminates March 31, 1909.

Signed on behalf of the Company,

Wm. Bourke,

J. C. Shirs, Manager.

Signed on behalf of the U.M.W. of A., District 18,

D. L. Miller.





