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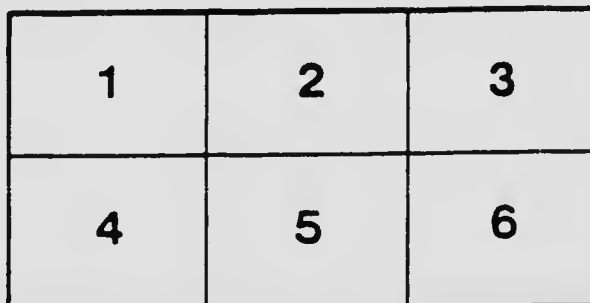
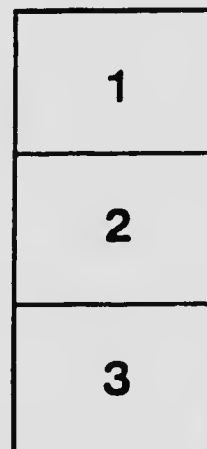
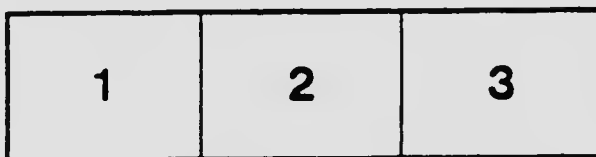
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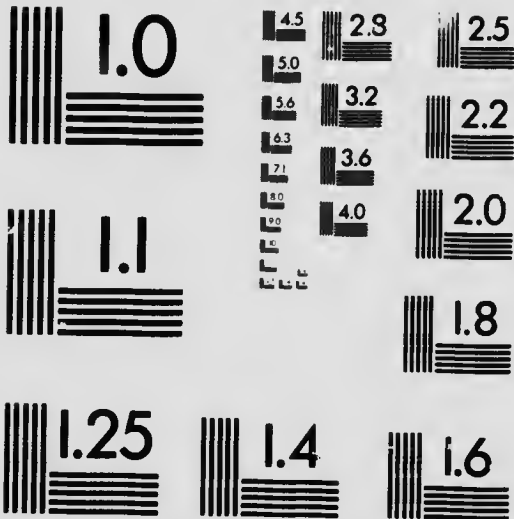
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AGREEMENT

MADE JUNE

10TH 1905

BETWEEN THE

West Canadian Collieries Co.

Limited, and

United Mine Workers Of

America.

THIS AGREEMENT made this tenth day
of June A. D. Nineteen hundred and five.
BETWEEN

West Canadian Collieries Limited,
hereinafter called "The Company" of the
first part.

AND

The employees of West Canadian
Collieries Limited, as represented by the
United Mine Workers of America, District
Number eighteen, hereinafter called "The
Men" of the second part.

NOW THIS AGREEMENT WITNESSETH that
for and in consideration of schedules attach-
ed hereto and made part hereof, that is to
say, schedules A. B. & C. and of the mutual
advantage of the parties hereto as follows:- -

ARTICLE 1. This agreement shall cover all
the mines and out side plant operated by
the Company at Lile and Bellevue.

ARTICLE 2. It shall be understood and
agreed that in any case where it may
appear that a member of the United Mine
Workers of America has not been fairly

treated, the Company will through their officials meet a Pit Committee, appointed by the United Mine Workers of America, but before any of the men shall submit a grievance to the Pit Committee he shall endeavor by personal application to the Pit Boss, to settle the matter, and no Pit Committeeman shall go around the mine for any purpose whatever unless called upon to do so by the proper officials of the United Mine Workers of America.

It is understood that the Pit Committee is to meet the Pit Boss or Mine Manager and endeavor to settle the trouble, but in case of their disagreement it shall be referred to the Superintendent of the Company and the President of the Local Union, or such persons as he may designate to accompany or represent him; should they fail to agree, it shall be referred to the General Manager of the Company and the District President of the United Mine Workers of America for adjustment; should they fail to agree, it shall be referred to either the President of the Company or the General Manager of the Company, and to the President or a National Board Member of the United Mine Workers of America.

Meantime, in all cases, the miners, mine laborers, and other parties involved must continue at work, pending an investigation and adjustment, and until a final decision is reached in the manner above set forth.

Provided always that in the event of neglect or failure to reach a unanimous decision within one month after reference to the President or General Manager, and the President of the United Mine Workers of America, or National Board Member, the men shall be at liberty to suspend or cease work if they so wish.

In addition to the examinations allowed by the Coal Mines Regulations Act, the Pit Committee above referred to shall have access to the mines from time to time to make examinations for the purpose of investigating any dispute that may occur between the Officials of the Company and the men employed in the mine.

ARTICLE 3. It shall be optional for the men to work partners.

ARTICLE 4. The Company shall endeavour to see that an equal turn of cars be offered each miner, and that he be given a fair chance to obtain same.

ARTICLE 5. The Company will give to the United Mine Workers of America full recognition, and concede the check-off system that is to say, upon the individual request in writing by any of the Company's employees the Company shall deduct such monies from their wages each month as is designated, for dues, assessments, fines, and initiation fees, in other words, the Company will retain from the wages due employees, any sum they may have given orders upon the the company for, in writing, payable to such officers of the United Mine Workers of America as may be designated in such orders.

ARTICLE 6. Any miner failing to earn the minimum rate of \$3.00 owing to abnormal condition of his working place shall be paid by the Company a sufficient amount to secure him the said minimum.

ARTICLE 7. The Company shall pay the sum of \$3.00 per day for all miners taken from contract work to do Company work.

ARTICLE 8. The Company will deliver all timbers as near the working face as possible, or at the mouth of the chute.

It is understood that the present system of delivering timber to pillar work at Lille from the levels above, will be continued.

ARTICLE 9. The Company will deliver screened coal to their workmen at \$3.00 per ton.

ARTICLE 10. The Company will supply 40 per cent dynamite to their miners at \$10.00 per case as long as present prices prevail throughout the District, and other supplies at same rates as at present.

ARTICLE 11. This agreement shall become effective on the first day of June 1905, and shall terminate on the 31st day of March 1907, it being understood and agreed that the parties hereto will meet in conference sixty days prior to the expiration of this agreement, to discuss renewal thereof:

SIGNED SEALED AND DELIVERED

On the part of the Company.

WEST CANADIAN COLLIERIES LTD.

per O. E. S. WHITESIDE, Manager.

On the part of the Men.

F. H. SHERMAN, President, Dist. 18.

W. E. JONES, International Board Member.

Witnesses:—

D. A. McFARLAND,

J. EMMERSON.

SCHEDULES referred to in the foregoing
Agreement.

SCHEDULE A.

The West Canadian Collieries Limited,
will pay the following rates for mining and
yardage to the underground employees of the
Lille mine, in No. 1. Seam.

Gangway — To be driven by special contract.
Breasts.—“Up the Pitch”—20 feet wide.

For mining coal . . .	\$5 70	per	lineal	yard.
Building Brattice . .	\$0 30	”	”	”
Building Chute	\$0.30	”	”	”

Brattice of 1” boards built airtight from
floor to roof.

Chute Building to include laying of sheet
iron

Work “across the Pitch” including handling
coal, laying track, and building brattice.

Breasts—20 feet wide \$6.00 per lineal yard

Pillars—30 feet wide \$7.50 ” ” ”

Tracks in Pillars to be laid by Company.

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SCHEDULE B

The West Canadian Collieries Limited, will pay the following rates for mining and yardage to the underground employees of the Beliveau Mine in No. 2. Seam.

Gangway.—To be driven 11 foot collar, 14 foot spread, and 7 feet clear above rail \$14.00 per lineal yard.

Chutes.—To be driven 7' x 10' \$5.50 per lineal yard.

First length of chute and battery \$5.00 if not built by Company Monkey Gangway.—To be driven 6' x 6' from outside end by car....\$3.50 per lineal yard.

Crosscuts.—To be driven 6' x 6' both sides \$3.00 per lineal yard.

Breasts.—To be driven 9' x 20' "Up the Pitch" Including timbering, chute and airtight brattice \$10.00 per lineal yard.

Breasts of greater dimensions to be paid for in proportion. Material used in these breasts to be delivered at the nearest cross-cut to the face.

SCHEDULE C.

The West Canadian Collieries Limited. will pay the following rates for shiftmen to their employees at both mines, effective June 1st 1905.

Shiftmen underground.—In this schedule the rate named is to be understood as representing a working day of 8 hours, except otherwise designated.—

Fire Boss	\$3.50
Shot Lighters	3.00
Bratticemen.....	3.00
Brattticemen helpers.....	2.50
Timbermen.....	3 00
Timbermen helpers	2 50
Tracklayers	3 00
Tracklayers helpers.....	2.50
Rock Miners in Rock Tunnels.....	3 50
Miners in wet places not under contract	3.50
Other miners.....	3.00
Drivers.....	2.50
Drivers in wet places.....	2.75
Hoistmen	2.75
Laborers	2 50
Timber Handlers.....	2.75

Switch Boys.....	\$1.25 to 1.50
Door Boys.....	1.00
Shiftmen aboveground.—10 hours per working day unless otherwise specified.—	
Dumper	\$2.50
Slate Pickers (boys).....	1.25
Car Trimmers.....	2.50
Teamsters	2.50
Blacksmiths	3.50
Blacksmiths' helpers	2.50
Mine Carpenters	3.50
Mine Carpenters helpers.....	2.50
Car Repairers.....	3.00
Tipple Engineer	3.00
Firemen (8 hours).....	2.50
Firemen (12 hours) ..	3.50
Other outside labor not covered by contract to be paid \$2.00 per day of 10 hours.	

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Wm. W. W.

