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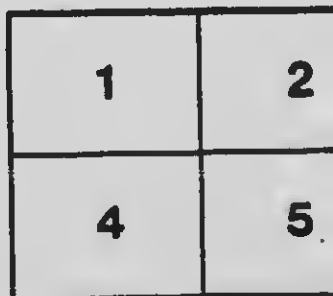
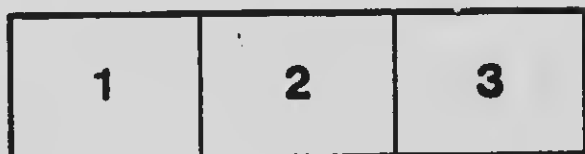
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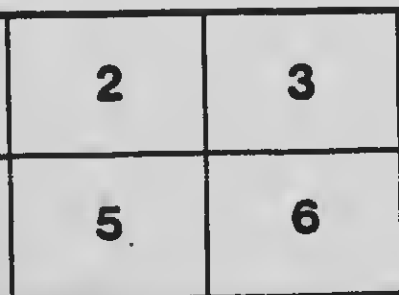
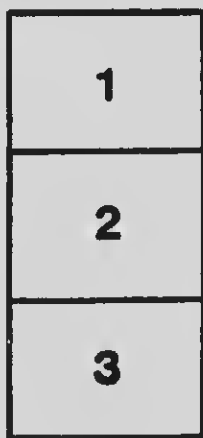
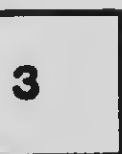
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GENERAL AGREEMENT.

It is hereby agreed:—

Between the Western Coal Operators' Association (consisting of The Pacific Coal Company Limited, the H. W. McNeill Co., Limited, the Breckenridge and Lund Coal Co., Ltd., the West Canadian Collieries, Limited, the Canadian-American Coal & Coke Co., Ltd., the International Coal and Coke Co., Ltd., and the Crow's Nest Pass Coal Company, Limited), of the one part, and the employees of the said Companies, as represented by the United Mine Workers of America, District No. 18, of the other part, that the agreements existing prior to April 1, 1907, respecting general provisions and scales of contract prices and wages, shall govern the parties hereto for the period of two years commencing April 1, 1907, and ending March 31, 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 thereto will meet in conference sixty days prior to the expiration of this agreement to discuss a renewal thereof. This agreement covers all the mines, coke ovens and outside plants operated by the companies 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 or disputes 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 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 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 Western Coal Operators' Association 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 upon 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 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 a claim be made within five 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 claim is made for compensation for time lost, in cases where reinstatement has followed, 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 ment to suspend work after the final

settlement as herein provided, if any operator or operators refuse to be bound by any decision given against them under this article.

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, the joint committee of the Western Coal Operators' Association and District Number 18 of the United Mine Workers of America shall meet within thirty days after the said request and arrange a price. Meantime, and until such price has been arranged, all men shall be paid upon the day wage scale.

Hours of Work.

It is understood that nothing herein shall be held to afford any ground against the enactment of legislation respecting hours of labor in the province of Alberta.

Contract Mining Rates.

There shall be added a five per cent. increase on contract mining rates at the following mines: No. 9, Coal Creek; No. 3, Michel, Lundbreck and Canmore. (See Schedule A.)

Outside Labor.

There shall be added an increase of twenty-five cents per day to all \$2.00 rates, and an increase of five per cent. to all rates of \$2.50 and over. (See Schedule B.)

Inside Labor.

There shall be added an increase of 25 cents a day to drivers, tall rope riders and hoist men. (See Schedule C.)

At Bankhead, Canmore, Lundbreck and Lille there shall be added an increase of five per cent. to all other transportation men, and those connected with the handling of coal, this increase being given on account of the longer hours of work at those mines. (See Schedule D.)

SCHEDULE A.

Mining Rates.

Coal Creek, No. 9 Mine....52½c per gross ton
 Michel, No. 2 Mine.....:57½c per gross ton

Lundbreck Mine—

Main and counter gangways—42 c per cu. yd.
 Angle work—57½c per cu. yd.

Canmore Mine—

No. 1 Seam.—Breasts..\$5.77½ per lineal yard
 .. Pillars .. 6.30 per lineal yard
 .. Skips... 2.65½ per lineal yard

No. 2 Seam.—Breasts..\$1.05 per lineal yard
 for each ft. in the thickness
 Pillars .. 1.21½ per lineal yard
 for each ft. in the thickness
 Skips... .52½ per lineal yard
 for each ft. in the thickness

No. 3 Seam.—Breasts.. 5.77½ per lineal yard
 Pillars .. 6.30 per lineal yard
 Skips... 2.62½ per lineal yard

No. 4 Seam.—Breasts.. 6.30 per lineal yard
 Pillars .. 6.30 per lineal yard
 Skips... 2.15 per lineal yard

SCHEDULE B.

	Per day	Hrs
Bottom man	\$2.62½	10
Slate picker boys	1.25	10
Slate picker men	2.25	10
Car oller men	2.25	10
Car olier boys	1.50	10
Tally boys	1.25	10
Teamsters	2.62½	10
Blacksmiths	3.67½	10
Blacksmith helpers	2.62½	10
Carpenters	3.67½	10
Carpenter helpers	2.62½	10
Power house engineers	3.67½	12
Power house engineers	3.15	8
Fan men	2.62½	12
Hoisting engineer	2.30	8
Tall rope engineers	2.30	8
Tall rope engineers	3.67½	10
Box car loader engineer	3.15	10
Tipple engineer	3.15	10
Locomotive engineer (outside)	3.15	10
Locomotive engineer, helper or switchman	2.75	10
Firemen	2.62½	8
Firemen	3.67½	12
Railway car handler (men)	2.30	10
Tipple dumper (man)	2.62½	10
Tipple dumper (boys)	1.50	10
Car repairers	3.15	10
Breaker, engineer	3.15	10
Fan fireman	3.15	12
Lampman (depending on num- ber of lamps and skill of man)	\$2.25 to 3.15	12
Lampman	2.25 to 2.62½	8
Machinist	3.15 to 3.67½	10
Machinist helper	2.62½	10
Ashman	2.25	10

	Per day	Hrs
Ashman	2.62½	12
Wiper (man)	2.62½	12
Coupler (man)	2.25	10
Coupler (boy)	1.50	10
Breaker oiler	2.62½	11
Washer or tipple oiler	2.62½	11
Breaker picker boss	2.62½	10
Timber framer (men)	3.15	10
Box car shovellers (men)	2.62½	10
Breaker platform boss	2.62½	10
Breaker platform men	2.36	10
Breaker screen men	2.25	10
Rock bank (men)	2.25	10
Dirt bank (men)	2.25	10
Finisher after box car loader	2.25	10
All other outside labor	2.25	10

Bee Hive Coke Ovens.

Leveling and drawing (6½ ton charge)	\$1.00
Leveling and drawing (5 ton charge)	0.80
Loading into box cars (over 200 tons per month)	0.17
Loading into box cars (less than 200 tons per month)	0.16
Steam locomotive engineer	3.15
Motormen	2.89
Larryman	2.25
Plasterers	2.25
Carters and cleaners	2.25
All other laborers (10 hours)	2.25

All charges to be large or small, at the discretion of the Coke Oven Superintendent.

Belgian Coke Ovens.

Ram engine men	\$3.15
Chargers	2.62½
Claysters	2.62½
Drawers	2.62½
Loaders	2.36

Briquette Plant.

	Per day	Mrs
Engineer	\$3.67 1/2	13
Briquetter	3.73	13
Briquetter helper	3.15	13
Tar melter	2.63 1/2	13
Laborer	2.63 1/2	13

SCHEDULE C.

Drivers	\$2.75	8
Drivers in wet places	2.00	8
Hoist men	\$2.75 to 3.00	8
Rope riders	2.75	8
Main and tail rope riders	2.00	8

SCHEDULE D.

Couplers (men)	2.63 1/2	8
Couplers (boys)	1.57 1/2	8
Pushers	2.63 1/2	8
Loaders	2.63 1/2	8
Buckers	2.63 1/2	8
Locomotive engineers or motormen	3.63	8
Locomotive switchers or motormen helpers	2.63 1/2	8
Cagers	2.63 1/2	8
Cager in shaft	1.00	8

The schedule rates under this agreement are to be the minimum rates paid, but nothing in this agreement shall be construed to prevent the Companies from paying higher rates should they so desire.

It is also understood that where higher rates have prevailed no reduction shall take place.

In witness whereof the parties hereto have hereunto set the hands of their proper officers this fourth day of May, 1907

The Western Coal Operators Association.

(Sgd. G. G. S. Lindsey, President.

(Sgd. Lewis Stockett, Vice-President.

(Sgd.) O. E. Whiteside, Asst. Secty.

The Pacific Coal Company, Limited.

(Sgd.) Lewis Stockett, Genl. Manager.

The H. W. McNeill Coal Company, Limited.

(Sgd.) W. F. McNeill, Vice-President.

The Breckenridge and Lund Coal Co., Ltd.

(Sgd.) John Breckenridge, President.

The West Canadian Collieries, Limited.

(Sgd.) O. E. S. Whiteside, Genl. Manager.

The Canadian-American Coal and Coke Company, Limited.

(Sgd.) S. M. Moore, Genl. Manager.

The International Coal and Coke Company, Limited.

(Sgd.) H. N. Galer, Vice-President.

The Crow's Nest Pass Coal Company, Ltd.

(Sgd.) G. G. S. Lindsey, Genl. Manager.

The United Mine Workers of America, District 18.

(Sgd.) F. H. Sharman, President.

(Sgd.) John R. Galvin, Vice-President.

(Sgd.) J. A. McDonald, Secretary.

(Sgd.) Peter Patterson, International Board Member.

Witness: As to all signatures other than that of the President of the Breckenridge and Lund Coal Company, Limited.

(Sgd.) W. L. Mackenzie King.

Witness: As to signature of the President of the Breckenridge and Lund Coal Company, Limited.

(Sgd.) Lewis Stockett.

AGREEMENT BETWEEN U.C.N.P. AND EMPLOYEES.

Article 1. It shall be optional for the men to work partners, but no individual miner shall have more than one laborer working for him. The present system of working partners at Coal Creek shall be adhered to.

Article 2. The company shall see that an equal turn of cars be offered to each miner, and that he be given a fair chance to obtain same. The checkweighman shall keep a turn bulletin for the turnkeeper's guidance. The driver shall be subject to whomever the mine manager shall designate as turnkeeper in pursuance thereof.

Article 3. 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 of 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 company for in writing, payable to such officers of the United Mine Workers of America as may be designated in such orders

Article 4 That all fixed expenses of the men for house rent, water, light, sanitation and house coal shall remain as heretofore, each ton of coal to be delivered to the men shall be weighed on a legitimate scale before being delivered, said scale to be subject to the inspection of the Inspector of weights and measures.

Article 5. Any miner failing to earn the minimum rate of three dollars per shift (\$3.00) owing to an abnormal condition of his working place, shall be paid by the company a sufficient amount to secure him the said minimum.

Article 6. In every month except those in which a statutory holiday occurs, the Monday after pay days shall be a holiday, but before such holiday an officer of the United Mine Workers of America, appointed for the purpose, shall wait upon the local mine superintendent, and ascertain what his wishes are in respect to the holding of such holiday on such day or other day in lieu thereof.

Article 7. In case any employ~~ee~~ 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.

Article 8. When any employee absents himself from his work for a period of two days, unless through sickness, or by first having properly arranged with the pit boss, and having obtained his consent, he may be discharged. Any employee whose absence would cause any stoppage of work must before abs~~ent~~ing himself from work properly arrange with the pit bos for such absence, otherwise he may be discharged.

Article 9. The company shall pay the sum of three dollars (\$3.00) per day for all miners taken from contract work to do company work.

Article 10. The company will deliver all timbers as near the working face as possible or at the mouth of the room.

Article 11. The Company will pay \$3.00 each time the McGlnty is moved; one dollar and fifty cents (\$1.50) each time the Jig or smaller McGlnty is moved, and five dollars (\$5.00) each time the bull-wheel is moved. The maximum distance that any of these shall be moved at these prices is 12 feet. The company reserves to itself the right to move the bull-wheel with other labor than that of contract miners. ✓

Article 12. One men shall have only one place, and only one shift in such place. The single shift system shall be adhered to as far as practicable. ✓

It is understood that this article refers only to gangways, rooms, and cross-cuts. After levels are turned from slopes or inclines, to accommodate a car, the said gangway or level shall be turned over to other men. In the event of a contractor on incline or slope desiring a gangway, or level, he shall have the preference. The object of this article is to prevent sub-contracting in coal, but not in gravel or rock work.

Signed, Sealed and Delivered:

On the part of the Company:

G. G. E. Lindsey,
Vice-Pres and Genl. Manager.

Robert G. Drinnan,
General Superintendent

On the part of the men:

F. H. Sherman,
President.

Petar Patterson,

J. Sevarna,

John S. Lauranson,

Thomas Biggs.

Witnessed the above signaturee:

D. Davies,

A. M. Young.

**Schedule Referred to in Foregoing
Agreement.**

Schedule A. The Crow's Nest Pass Coal Company, Limited, will pay the following rates for mining and yardage to the underground employees of the Coal Creek mines, effective June 1st, 1905:

No. 1 Mine—Mining rate, 55 cents per gross ton.

Yardage—Levels and parallels, \$1.00 per lineal yard. Cross-cuts between levels, \$1.00 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

No. 2 Mine—Mining rate, 60 cents per gross ton.

Yardage—Levels and parallels, \$1.50 per lineal yard. Cross-cuts between levels, \$1.50 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

No. 3 Mine—Mining rate, 60 cents per gross ton.

Yardage—Levels and parallels, \$2.00 per lineal yard. Cross-cuts between levels, \$2.00 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

No. 5 Mine—Mining rate, 60 cents per gross ton.

Yardage—Levels and parallels, \$1.50 per lineal yard. Cross-cuts between levels, \$1.50 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

No. 9 Mine—Mining rate, 52½ cents per gross ton.

Clod Scale—Twenty cents per lineal yard per inch in thickness; measurements to be taken weekly in middle of stall; yardage to include stowing; average width of stall to be 40 feet.

Yardage Rate—Place with fast rib, \$1.00 per lineal yard; Cutting faces, \$1.50 per lineal yard.

Winning Place—\$1.50 per lineal yard.

Narrow Work—Main and counter levels, 18 feet wide, seven feet high from top of rail, with pack on lower side six feet wide, \$15 per lineal yard. Entry slopes or cross-cuts, ten feet wide, seven feet high, \$10 per lineal yard.

Turning roadways—\$5 each

Coys—\$1 each three feet square, increasing 33 1/3 cents per foot.

Filling Water—35 cents per tank.

Schedule B—The Crow's Nest Pass Coal Co., Ltd., will pay the following rate for mining and yardage to the underground employees of its Michel mines, effective June 1st, 1905:

No. 8 Mine—Mining rate, 55 cents per gross ton.

Yardage—Levels and parallels \$1.00 per lineal yard. Cross-cuts between levels, \$1.00 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

No. 4 Mine—Mining rate, 55 cents per gross ton.

Yardage—Levels and parallels, \$2.00 per lineal yard. Cross-cuts between levels, \$2.00 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

No. 5 Mine—Mining rate, 60 cents per gross ton.

Yardage—Levels and parallels, 10½ feet wide, \$2.40 per lineal yard. Levels and parallels, 13½ feet wide, \$2.00 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

No. 3 Mine—Mining rate, 57½ cents per gross ton.

Yardage—Levels and parallels, \$1.75 per lineal yard. Cross-cuts between levels, \$1.75 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

Schedule C.—The Crow's Nest Pass Coal Company, Limited, will pay the following rates for mining and yardage to the underground employees of the Carbonado Mines, effective June 1st, 1905.

Nos. 4 and 5 Mines—Mining rates, 55 cents per gross ton.

Yardage—Levels and parallels, \$1.00 per lineal yard. Cross-cuts between levels, \$1.00 per lineal yard. Room cross-cuts, no tracks, 50 cents per lineal yard.

Schedule D.—The Crow's Nest Pass Coal Company, Limited, will pay the following rates for timbering, tracklaying, chutes, brushing and shiftmen, to, and make deduction from, their employees at all mines, effective June 1st, 1905.

Timbering—\$1.00 a set, with lagging and centre post when required. All timber and lagging will be delivered by the Company as near the working place as possible and thereafter handled, framed and set by the miner.

Tracklaying—Tracks with 16-lb. rails to be laid by miners in levels and parallels and in rooms and inclines to be laid by miners after one length of rail from frog and switch is laid by Company. In rooms a rate of 15 cents per lineal yard for single tracks and a rate of 30 cents per lineal yard for double tracks will be paid for all track laid by miners. Company to deliver all material as near the working place as possible, and thereafter to be handled by the miners.

Chutes—Company will build first section of chutes, miners to build thereafter and will be paid a rate of 30 cents per lineal yard for all chutes built. Company to deliver all material to foot of chutes.

Brushing—Six feet wide, 5 cents per inch in depth per lineal yard. Twelve feet wide, 10 cents per inch in depth per lineal yard.

Dockage—Twenty-eight pounds to be added to the tare of all the mine cars to offset refuse matter in coal. All cars to be confiscated when containing an excessive quantity of refuse, with suspension to follow continued repetition.

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

Fire Boss	\$3.50
Shot lighters	3.00
Brattice men	3.00
Brattice men helpers	2.50
Timber men	3.00
Timber men helpers	2.50
Driver boss	3.09
Tracklayers	3.00

Tracklayers' helpers	2.50
Miners	3.00
Miners in wet places	3.50
Rock miners	3.50
Motormen	2.75
Motormen helpers	2.50
Hoist men	2.75
Couplers	2.50
Pushers	2.50
Laborers	2.50
Timber handlers	2.75
Switch boys	\$1.25 to 1.50
Door boys	1.00
Pumpmen	2.50

AGREEMENT

**Between the International Coal & Coke Co.
and the U.M.W. of A.**

Memorandum of agreement entered into this 21st day of February, 1905, between the International Coal & Coke Company, Limited, Coleman, Alberta, and the United Mine Workers of America.

No. 2 Seam.

Mining rate to be 55 cents per gross ton.

Yardage—Levels to be 10 feet wide, 7 feet high on the low side, and thickness of coal on upper side; \$1.75 per lineal yard.

Parallel airway to be 6 x 10 feet; \$1.75 per lineal yard.

Cross-cuts between levels, 6 x 8 feet; \$1.50 per lineal yard.

Room cross-cuts to be not less than 8 x 8 feet, not to be driven more than 25 feet from one side, no tracks; \$1.00 per lineal yard.

Timbering—Entry timber, maximum to be 12 inches in diameter at butt and 14 feet in length; \$2.00 per set with lagging.

Room timber, maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.00 per set; if required to set timber of larger dimensions, to be paid for in proportion or set by the Company.

Props—All props exclusive of those used to set brattice or chutes, 5 cents per lineal foot.

Track laying—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—30 cents per lineal yard, 5 planks 2 x 12, two posts every 8 feet with cross-pieces. This includes sheet iron.

Brattice—5 cents per lineal yard for each foot in height.

Brushing—6 feet wide, 5 cents per inch per lineal yard; 12 feet wide, 10 cents per inch per lineal yard.

All materials to be delivered to nearest cross-cut to face in rooms; in entries, as near face as possible.

Company to take all coal in the chutes to nearest cross-cut to face in rooms.

Dookage for loading rock in coal—First offence, warning; second offence, fined 100 lbs. of coal; third offence, fined 500 lbs. of coal; the fourth offence, laid off for two shifts; fifth offence, discharged, if fifth offence is committed within two months.

Seam No. 4.

No powder.

Mining rate to be 50 cents per gross ton.

Yardage—Levels not less than 12 feet wide by thickness of seam; \$1.00 per lineal yard.

Parallels—Thickness of seam not less than 10 feet wide; \$1.00 per lineal yard.

Cross-cuts between levels—Thickness of seam not less than 8 feet wide, \$1.00 per lineal yard.

Cross-cuts between rooms—Thickness of seam not less than 6 feet wide, not to be driven more than 25 feet from one side, \$1.00 per lineal yard.

Timbering—Same as No. 2 seam.

Props—Same as No 2 seam.

Track laying—Same as No. 2 seam.

Chutes—Same as No. 2 seam.

Brattice—Same as No. 2 seam.

Brushing—Same as No. 2 seam.

Material delivered same as in

Seam No. 2.

Company to take care of coal in chutes from nearest cross-cut to face in rooms.

Dockage—Same as No. 2 seam.

Wages for Company men underground, 8-hour shifts:—

Fire bosses	\$3.50
Brattice men	3.00
Brattice men helpers	2.50
Timber men	3.00
Timber men helpers	2.50
Track layer	3.00
Track layers helper	2.50
Miners	3.00
Miners, wet places	3.50
Chute loaders	2.50
Laborers	2.50
Timber handlers	2.75
Rock miners	3.50

Any miner failing to earn the minimum rate of wages, \$3.00 per day, on account of any abnormal conditions of his working place, the company will pay him a sufficient amount to secure him the said minimum.

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

The Company will grant the right of the miners to employ checkweighers and will grant the said checkweighers every facility to enable them to render a correct account of all coal weighed; 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 Secretary of the Local Union, for wages of checkweighers.

It is understood and agreed by the parties hereto that there shall be no discrimination by the Company nor by the men between representatives of labor organizations and non-representatives of the organization. The Company will give to the United Mine Workers of America full recognition and concede the "Check-off system," i.e., upon individual request in writing by any of the Company's employees will deduct such amounts from their wages each month as designated for dues, assessments, initiation fees. In other words, the Company will retain from the wages due the employees any sum they may have given orders upon the Company for, in writing, payable to the persons, or associations designated in such orders.

It is further understood and agreed that men may work as partners, but in event of it being necessary for the foreman to call upon any two who are working as partners to do any class of work, other than the regular work at working face, paid by day wage, that the minimum miner's wage, viz., \$3.00 per day, will be paid to but one (1) of said partners, the other receiving what is designated as helper's wage, viz., \$2.50 per day.

It is further understood and agreed that when a place is abnormal, preventing said partners from earning the minimum miner's wage as designated in this contract, viz., \$3.00 per day, but one of the said partners will be made up to said minimum, the other receiving minimum day wage, viz., \$2.50 per day.

On behalf of the Company—

A. C. Flumerfelt, President.

H. N. Galer, Vice-President.

On behalf of the United Mine Workers of America, District 18—

President, F. H. Sherman.

Vice-President, P. Patterson,

Secretary, John N. Haubnock,

H. Bousfield, I.B.M.

AGREEMENT

**Between the West Canadian Collieries Co.
and the U.M.W. of A.**

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 employes of West Canadian Collieries, Limited, as represented by the United Mine Workers of America, District number eighteen and hereinafter called "the men" of the second part.

Now this agreement witnesseth that for and in consideration of schedules attached thereto and made a part hereof, that is to say, schedules A. B. and C., and of the mutual advantage of the parties hereto as follows:—

Article 1. It shall be optional for the men to work partners.

Article 2. The Company shall endeavor to see that an equal turn of cars be offered each miner and that he be given a fair chance to obtain same.

Article 3. 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 Company for, in writing, payable to such officers of the United Mine Workers of America as may be designated in such orders.

Article 4. Any miner failing to earn the minimum rate of \$3.00 owing to the abnormal condition of his working place shall be paid by the Company a sufficient amount to secure him the said minimum.

Article 5. The Company shall pay the sum of \$3.00 per day for all miners taken from contract work to do the Company work.

Article 6. The Company will deliver all timbers as near the working face as possible, or at 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 7. The Company will deliver screened coal to their workmen at \$3.00 per ton.

Article 8. 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 the same rate as at present.

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 District 18.
W. E. Jones, International Board
Member.

Witnesses:—

D. A. McFarland,
J. Emerson.

**Schedules Referred to in Foregoing
Agreement.**

Schedule A.

The West Canadian Collieries, Limited, will pay the following rates for mining and yardage to the underground employees of the Lillie Mine, in No. 1 seam.

Gangway—To be driven by special contract.

Breasts—"Up to the pitch"—20 feet wide.

For mining coal, \$5.70 per lineal yard.

Building brattice, 30 csnts per lineal yard.

Building chute—30 cents per lineal yard.

Brattice of 1-inch boards built airtight from floor to roof.

Chuts 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 per lineal yard.

Tracks in pillars to be laid by Company.

Schedule B.

The West Canadian Collieries, Limited, will pay the following rate for mining and yardage to the underground employees of the Bellevus 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.

Cross-cuts—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 air-tight 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.

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
Brattice men	3.00
Bratticemen 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
Laborers	2.50
Timber handlers	2.75
Switch boys	\$1.25 to 1.50
Door boys	1.00

Other outside labor not covered by contract to be paid \$2.00 per day of 10 hours.

AGREEMENT

**Between the Canadian-American Coal Co.
and the U.M.W. of A.**

This agreement made this 29th day of September, A.D. 1905.

Witnesseth: The Canadian-American Coal & Coke Company, Limited, hereinafter called "the Company," of the first part, the United Mine Workers of America, represented by District No. 18, hereinafter called "the men," of the second part.

Now this agreement witnesseth: That for and in consideration of the scale of wages, and contract prices hereto, it is agreed between the parties hereto as follows:

Article 1. The Company will give to the U.M.W. of A. a full recognition and concede 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 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 Company for in writing, payable to such officers of the U.M.W. of A. as may be designated in such orders.

Article 2. The Company houses will be rented to its employees at the rate of ten dollars (\$10.00) a month for three-roomed houses, and at the rate of twelve dollars and fifty cents (\$12.50) per month for the four-room houses, the rent to include water and one sixteen-candle power lamp in each room, the light service to depend on the lighting company now putting in the electric light system in Frank.

Article 3. Any miner, failing to earn the minimum rate of three dollars per day, or shift, owing to any abnormal condition of his working place, shall be paid by the company a sufficient amount to secure him the said minimum.

Article 4. In every month, except those in which a statutory holiday occurs, the Monday after pay day shall be a holiday, but before such holiday, an officer of the U.M.W. of A. appointed for the purpose, shall wait upon the mine manager and ascertain what his wishes are in respect to the holding of such holiday on such day or other day in lieu thereof.

Article 5. In case any employee is thrown out of work, unless discharged, he shall be given preference over new men.

Article 6. 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 U.M.W. of A. shall not abridge this right. It is not the intention of this provision to encourage the discharge of employees, or the refusal of employment to applicants because of personal prejudice or activity in matters affecting the U.M.W. of A.

Article 7. The Company shall not take contract miners from their places to do company work unless an emergency exists where it is necessary to do work for the safety of the mine, or if contract miners are cut out of their working places by reason of some special work to be done to get coal away from them, and they are given employment in such work, the miner is to receive three dollars (\$3.00) per day.

Any miner called upon to perform dangerous work will be paid a higher rate according to present practise.

Article 8. The Company shall deliver all material at the nearest cross-cut to the face.

Article 9. It is understood and agreed that the mine, at the option of the Company, shall work six days in the week, except legal holidays and holidays provided in this agreement, the only exception being the burial of any individual connected with the mine. 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.

Article 10. The Company will sell to its employees giant powder at the rate of five and one-half cents ($5\frac{1}{2}$) per stick, caps, one cent each and fuse one cent per foot.

Article 11. The Company will furnish oil to company men.

Article 12. The following will be the scale of wages for shift men for eight hours work underground:

Fire boss	\$3.50
Fire boss helper	3.00
Bratticemen	3.00
Timbermen	3.00
Drivers	2.75
Drivers, wet places	3.00
Drivers, spike team	3.25
Tracklayers	3.00
Miners	3.00
Miners, wet places	3.50
Miners, rock	3.50
Couplers	2.50
Loaders and pushers in counter	2.75
Timber packers	3.00

Coal buckers	3.00
Switch boys	\$1.25 to 1.50
Door boys	1.25
Door men	2.50
Unskilled inside labor	2.50

Shiftmen above ground 10 hours work, unless otherwise specified.

All other wages not provided for by contract to be paid going wages.

Article 13. The wage scale above set forth shall not operate so as to prevent the company from paying individual men a higher rate; neither shall it be construed to lower the rate paid any individual employed at the mine prior to September 1, 1905.

Article 14. Yardage prices will be paid as follows:

Main gangway shall be driven ten feet wide by seven feet high in the clear inside of timbers, and to be securely timbered with sets not exceeding five foot centres, ditch to be carried on one side to be paid for at the rate of eleven dollars (\$11.00) per lineal yard.

Counter gangways will be driven six feet wide by seven feet high in the clear timbered with sets of four pieces, five foot centres, to be paid for at the rate of eight dollars (\$8.00) per lineal yard.

Cross-cuts will be driven four feet by four feet and be paid for at the rate of two dollars (\$2.00) per lineal yard.

Horizontal cross-cuts between raises and rooms, will be paid for at the rate of two dollars (\$2.00) per lineal yard for the first five yards, then an additional price of fifty cents per yard for the next six yards, then

an additional price of fifty cents per yard for the next five yards, making a total distance of forty-eight feet that the contract price covers.

Angle chutes will be driven five feet wide by six feet high, and will be paid for at the rate of three dollars and thirty-five cents (\$3.35) per lineal yard.

Main single chutes will be driven seven feet by seven feet inside of set of four pieces, five feet between sets, with centre post for side of chute set so chute will be four feet wide, and chute built of two plank on one side, price per lineal yard eight dollars (\$8.00).

Breasts, ten feet wide, arched to roof, nine feet high, including chute building; if the seam becomes too flat for the coal to run down the chute the company to pay men for bucking it, to be paid for at the rate of four dollars and fifteen cents (\$4.15) per lineal yard. If ordered by the company to drive breasts over ten feet wide and nine feet high arched, the same to be paid for in proportion, when bulkheads are put in such places they are to be paid for at the rate of three dollars (\$3.00) each.

Pillars, for the twenty-six foot pillars between raises, as at present driven, to be taken out five or six feet from the hanging wall, to be paid for at the rate of fifty cents (\$0.50) for each twenty-seven cubic feet.

Pillars in angle work, this work to be done on the hanging wall or foot wall as it may appear expedient for the miners to work, the depth or thickness of the seam to be mined to be determined by the mine manager, not less than four feet, and the price

to be paid shall be at the rate of fifty cents. (\$0.50) for each twenty-seven cubic feet.

Narrow work, six feet by six feet opening, to be paid for at the rate of four dollars (\$4.00) per lineal yard; when timbered, six dollars (\$6.00) per lineal yard.

Extra timbering, for all extra timbering done by contractors on coal props per foot in length five cents (\$0.05) per foot will be paid.

Article 15. The hours of labor for inside men shall be eight hours from bank to bank.

Article 16. This agreement takes effect October 1, 1905, and is to be continued in force until March 31, 1907.

It is understood and agreed that the parties hereto will meet in conference sixty days prior to the expiration of this agreement to discuss the renewal thereof.

Signed, Sealed and Delivered in triplicate this 29th day of September, 1905.

On behalf of the Canadian-American Coal & Coke Company, Limited—

F. A. Hill, General Manager.

On behalf of the United Mine Workers of America—

F. H. Sharman, President District 18.

As member of National Board—

Peter Patterson.

As members of the Local Union No. 1263—

John A. McDonald, Secretary.

Joseph Charman.

James Douglas, Vice-President.

Witness—

G. Mehegan.

AGREEMENT

**Between the Breckenridge & Lund Coal Co.
and the U.M.W. of A.**

Article 1. The Company will concede the "check-off system," i.e., upon the individual request in writing by any of the company's employees, will deduct such amounts from their wages each month as 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 company for in writing, payable to the persons or associations designated in such orders.

Article 2. The Company shall pay the sum of three dollars (\$3.00) per day for all miners taken from contract work to do company work.

Article 3. Any miner failing to earn the minimum rate of three dollars (\$3.00) per shift owing to any abnormal conditions of his working place, shall be paid by the Company an amount sufficient to secure him the said minimum, provided he is a capable man and has done a fair days work

Article 4. In case any employee is thrown out of work, unless discharged, he shall be given the preference over new men.

Article 5. When any employee absents himself from his work for a period of two days, unless through sickness, or by first having properly arranged with the pit boss, and having obtained his consent, he may be discharged. Any employee whose absence would cause any stoppage of the work must before absenting himself from work, properly arrange with the pit boss for such absence or otherwise he may be discharged.

Article 6. The Company will deliver all timbers at the nearest cross-cut to face of rooms; in entries as near the working face as possible.

Article 7. The Company will sell to its employees giant powder at twenty-five cents per lb.; caps at one cent each; and fuse at one cent per foot; and also, when it is enabled to do so, by the erection of a larger magazine for storage purposes, will reduce the price of giant powder to the current rate prevailing in the district.

Article 8. The Company will furnish oil for day men, where the open lights are used, and also for day and contract men where safety lamps are used.

Article 9. The Company will take all coal in chutes, below the cross-cut nearest to the face of the rooms.

Article 10. Any miner filling an excessive quantity of rock in the coal will, for the first offence, be warned; for the second offence, warned; for the third offence, fined \$1.00; and for the fourth offence fined \$2.00; and for the fifth offence he may be discharged.

Article 11. The Company will deliver coal to the employees residing in Lundbreck, at \$2.50 per ton for nut coal, and \$3 per ton for lump coal.

Article 12. The following wages will be paid Company men underground. In this schedule of wages a working day is to be understood as consisting of eight hours work at the face of each respective working place.

Fire bosses	\$3.50
Brattice men	3.00
Brattice men helpers	2.50

Timbermen	3.00
Timbermen helpers	2.50
Drivers	2.75
Drivers, wet places	3.00
Miners	3.00
Miners, wet places	3.00
Rock miners	3.50
Timber handlers	2.75
Laborers	2.50
Switch boys	\$1.25 to 1.50
Door boys	1.00

Wages for outside men—

Hoisting engineer, \$4.00 for ten hours, winding.

The foregoing rates are to be the minimum rates paid, but nothing in this contract shall be construed to prevent the Company from paying higher rates or wages to any workman if they so desire.

CONTRACT MINING RATES.

Main Entries—Width of Vein.

Mining rates, 63 cents per cubic yard.

Yardage, \$1.75 per lineal yard.

Timbering, \$1.75 per cent, including lagging roof and sides.

Track laying, 15 cents per lineal yard.

The maximum length main entry timbers to be nine (9) feet and the maximum diameter at butt to be twelve inches, timbers to be notched, and width between posts at level of rail to be nine feet inside of posts, and height from top of rail to be not less than seven feet under the collar.

Counter Entries—Width of Vein.

Mining rate, 63 cents per cubic yard.

Yardage, \$1.75 per lineal yard.

Timbering, post and bar, including lagging, \$1.00 per set.

Maximum length to be ten feet.

Maximum diameter at butt eight inches. Post to be notched into one end of bar, the other end of bar to be cut into the solid of foot wall.

Height from floor of counter entry to bottom of bar to be not less than eight feet.

The maximum distance for which coal has to be turned back to chutes to be forty-five feet.

Angle Work—Width of Vein.

Mining rate to be 57½ cents per cubic yard.

Chute building, 50 cents per lineal yard, to consist of eight plank two inches by twelve inches.

Timbering, when required, to be the same as counter entries and same price.

Chute building to include the setting of the two posts with four planks on each side or as otherwise directed to place the eight planks so as to form a chute

All other work in angle or entries may be done by the Company men if the Company so desires.

The Company to load all coal from the chutes.

Brushing—To be done by day laborers, or by special contract at the option of the Company.

This agreement, together with the scale of prices, and contract rates herein incorporated shall take effect on the 28th day of May, 1906, and shall terminate the 31st 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 a renewal thereof.

Signed, Sealed and Delivered this 22nd day of May, 1906.

On behalf of the Company—

John Breckenridge, President.

W. Addie, Mine Manager.

On behalf of the men—

F H. Sherman, President District No. 18

John R. Galvin, Vice-President District No. 18.

Hopkin Evans, Local President.

John S. Steel, Financial Secretary.

Dan Shaw.

Thos. Tongue.

Sam Kolar.

Committee L. U. 2275, U.M.W. of A.

AGREEMENT

**Between the H. W. McNeill Co., Ltd., and
the U.M.W. of A.**

Memorandum of Agreement between the
H. W. McNeill Co., Ltd., of Canmore, Alberta,
and

The United Mine Workers of America.

Article 1. The Company will give the United Mine Workers of America full recognition, and concede the "check-off system," that is to say, upon the request in writing by any of the Company's employees, the Company will deduct such monies from their wages each month as is designated for dues, assessments, fines and initiation fees, and will give a list of same, and pay over the amount deducted to the Local Secretary of the United Mine Workers of America; but the Company does not assume any responsibility or undertake to make such payments, when not indebted to the employee.

Article 2. The Company will see that an equal turn of cars be offered each miner and that he be given a fair chance to obtain same so far as practical.

Article 3. Any miner failing to earn the minimum rate of \$3.00 per shift, owing to any abnormal conditions of his working place, shall be paid by the Company a sufficient amount to secure him the said minimum.

Article 4. The Company shall pay the sum of \$3.00 per shift for all miners taken from contract work to do Company's work.

Article 5. The Company will deliver coal to their employees at \$2.50 per ton.

Article 6. The Company will supply giant powder to their miners at \$12.50 per case of 50 pounds, as long as present prices prevail throughout the district, and other supplies at present rates.

Article 7. It shall be understood and agreed that the workmen shall be at perfect liberty to purchase goods wherever they may choose to do so.

Article 8. The hours of labor to be eight (8) working hours per day, and it is understood and agreed that all employees of the company connected in any branch of the work with the delivery of coal to the tipples shall work overtime when required by the Company to do so.

Article 9. The Company to deliver all material to the nearest cross-cut or face.

Article 10. The Company agrees not to employ Chinamen underground, and the United Mine Workers of America agree not to interfere in any way with the employment of Chinamen above the ground, and the employment of such labor shall not entitle the United Mine Workers of America to call a strike or to stop work.

Article 11. The employees of the Company to have the right to make their own hospital and doctor arrangements.

Article 12. It is understood and agreed that this agreement shall not conflict in any way with the Special Rules of the Company now in force, provided that the Special Rules shall not interfere with the rate of wages or the work to be performed under this contract.

Contract Work.

No. 1 Seam—Breasts, 20 feet wide, 4 feet high, \$5.77½ per lineal yard.

Pillars—30 feet wide, 4 feet high, \$6.30 per lineal yard, increasing or decreasing thickness of seam to be paid for proportionately at 75c per lineal yard per foot, down to a minimum thickness of 3 feet, including dirt or rock.

Skips—\$2.62½ per lineal yard, 10 feet wide, 4 feet high, increasing or decreasing thickness of seam to be paid at rate of 25c 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 in proportion at \$1.05 per foot per lineal yard, for each foot in thickness.

Pillars—30 feet wide; coal to be paid for in proportion at \$1.31¼ per foot per lineal yard for each foot in thickness.

Skips—10 feet wide; coal to be paid for in proportion at .52½ per foot per lineal yard for each foot in thickness. Rock in this seam to be paid for at 10c 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.

No. 4 Seam—Breasts, 20 feet wide, \$6.30 per lineal yard, 4 feet thickness.

Pillars—30 feet wide, 4 feet thickness, per lineal yard; increasing or decreasing thickness of seam to be paid proportionately at 75c per foot per lineal yard, down to a minimum thickness of 3 feet, including rock or dirt.

Skips—10 feet wide, 4 feet thickness, \$3.15 per lineal yard; increasing or decreasing thickness to be paid proportionately at 25c per foot, per lineal yard.

The following prices to prevail in all seams:

Chute building, 50c 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, \$2.50.

Bulkheads, according to present practice, \$2.50. All retimbering and replacing broken timbers in breasts to be done by contract work, 8 inch or 10 inch timber at 5c per foot.

Gob or brattice building in breasts, 30c per lineal yard. All horizontal breasts driven over 200 feet, to be paid 50c per yard extra, up to 300 feet.

Chutes, to be driven 12 feet wide at present rates.

Gangways, to be driven by special contracts.

Schedule of Wages for Company Men— Underground.

Eight-hour Shift.

Miners	\$3.00
Timbermen	3.00
Timbermen helpers	2.50
Tracklayers	3.00
Tracklayers helpers	2.50
Rock men	3.50
Drivers	2.75
Drivers, wet places	3.00
Cagers	2.62½

1	Hoistmen	2.75
2	Pushers	2.62½
	Laborers	2.50
	Timber handlers	2.75
	Door boys	1.00
	Fire bosses	3.50
	Driver boss	3.00
	Drivers, spike team	3.25

.. **Company Men—Outside Labor.**

Ten-hour Shift.

Hoisting engineers, \$2.75 per shift of eight hours.

Oilers, \$2.50 per shift of ten hours.

Firemen, \$2.75 per shift of eight hours.

Compressor men, \$2.75 per shift of twelve hours.

Machinist, \$3.00 per shift of ten hours.

Machinist helpers, \$2.50 per shift of ten hours.

All overtime to be paid in proportion.

This agreement shall become effective on August 1st, 1905, and shall terminate March 31st, 1907.

Signed, Sealed and Delivered this thirty-first day of July, nineteen hundred and five.

On the part of the Company—

The H. W. McNeill Co., Limited, per
W. F. Little, Manager.

On the part of the men—

F. H. Sherman, President District 18.

Peter Patterson, Board Member.

Henry Brown.

Cornelius Ferguson.

Alberta Wilson.

Witnesses—

W. J. Helm.

John Kobus.

.. AGREEMENT

**Between the Pacific Coal Company, Limited,
and the U.M.W. of A.**

Bankhead, Alta., Aug. 31, 1905.

It is hereby agreed between the Pacific Coal Company, Limited, hereinafter called "the Company," and the employees of the Pacific Coal Company, Limited, as represented by the United Mine Workers of America, District No. 18, hereinafter called "the men," that the following scales of prices and the following rules shall take effect September 1, 1905, and shall terminate March 31, 1907.

Hours of Work.

Section 1. All miners and mine laborers shall work eight hours per day, this being definitely understood to mean eight hours' work at their working place, exclusive of noon time, with the exception of miners working by contract and those not connected with the transportation of coal, who are to work eight hours at their working face. Outside men shall work as at present, and start at 7 o'clock a.m., and inside men at 8 o'clock, a.m., with one-half an hour at noon for lunch. Night shift to commence at 7 o'clock p.m. The Company has the right to put the inside day men on at such hours as may be required, to keep the breaker running the full ten hours, and if any day man is required to work overtime, it is agreed that he will do so, the Company paying him overtime for the same. Locomotive engineers, switchmen and others, whose duties are both inside and outside the mine, shall be considered as outside employees, and work ten hours per day; but in the case of loco-

motive engineers and switchmen, they are to be paid an increased compensation for the same.

Fines, Dues and Assessments.

Adjustment of Disputes.

Section 2. The Company will give the United Mine Workers of America full recognition, and concede the "check-off system," that is to say, upon the request in writing by any one of the Company's employees, the Company will deduct such monies from their wages each month as is designated for fines, assessments and initiation fees, and will give a list of the same, and pay over the amount deducted to the local secretary of the United Mine Workers of America, but the Company does not assume any responsibility or undertake to make any such payments where not indebted to the employee.

Chinese Labor

Section 3. The Company agrees not to work any Chinamen underground, but has the right to work such as may be required in and around the breaker, and the employment of such labor shall not entitle the United Mine Workers of America to call a strike or stop work.

Construction and Extensive Repairs.

Section 4. It is agreed that all men working on improvements and extensive repairs, and also all employees of the electrical department, are not included in the jurisdiction of the United Mine Workers of America.

Penalty for Stoppage of Work.

Section 15.—If any employee or employees shall cause a stoppage of work in violation of this agreement, he or they shall be subjected to discharge by the Company without recourse.

Penalty for Absence from Work.

Section 6. When any employee absents himself from his work for a period of two days, unless through sickness, or by first having arranged with the pit boss 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 the pit boss for their absence; otherwise they may be discharged.

Delivery of Timber.

Section 7. The Company will deliver all timbers as near the working face as practicable.

Miners as Partners, etc.

Section 8. It shall be optional for the men to work as partners when working on contract work, but no individual miner shall have more than one laborer working for him. On all Company work, the Company to employ such classes of men as the work requires, and at the rate of wages provided for in this agreement. Any miner failing to earn the minimum rate of \$3.00 per shift, owing to any abnormal condition of his working place, shall be paid by the Company a sufficient amount to secure him the said minimum provided he is a capable man, and has done a fair day's work.

Doctor.

Section 9. The matter of a doctor and hospital arrangements to be arranged between the employees and the management; and when so arranged the Company agrees to make the collections for that purpose.

Rent of Hall.

Section 10. The Company agrees to rent their hall to the United Mine Workers of America, one night per week for the monthly rental of ten dollars (\$10.00).

Holidays.

Section 11. The following days only shall be observed as holidays:

New Years Day.
 Victoria Day.
 Dominion Day.
 Labor Day.
 Thanksgiving Day.
 Christmas Day.

Funerals.

Section 13. In the event of an instantaneous death by an accident in the mine, or outside the ment, the miners underground and all other employees, except in the seam where the accident occurred, shall continue at work till the day of the funeral, when it is optional with them whether they shall work or not

Special Rules, etc.

Section 13. 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. It is understood and

agreed that this agreement shall not conflict in any way with the special rules of the Company now in force, provided that the special rules shall not interfere with the rates of wages, or the work to be performed under this agreement.

Supplies, etc.

Section 14. The Company will deliver nut coal to their employees residing in Bankhead at \$3.00 per ton, and stove or egg coal at \$4.00 per ton; black powders at 20 cents per lb.; 40 per cent. dynamite at 25 cents per lb.; caps, 1 cent each, and fuse 1 cent per foot. Company men to furnish their own tools, which the Company agrees to take back when they leave. Wash house \$1.00 per month.

Scales of Wages—Inside.

Eight hours per shift.

Fire bosses	\$3.50
Shot lighters	3.00
Bratticemen	3.00
Bratticeman's helper	2.50
Timbermen	3.00
Timberman's helper	2.50
Tracklayers	3.00
Tracklayer's helper	2.50
Rock miners	3.50
Miners	3.00
Miners, wet places	3.50
Inside laborers	2.50
Timber handlers	2.75
Switch boys	\$1.25 to 1.50
Door boys	1.00
Machine men	3.50
Machine men's helpers	3.00

Contract Prices—No. 2 Seam.

Gangways—7-foot collars, \$5.50 per lineal yard, which includes single timber, and \$1.00 per set for square sets of three pieces lagged. All coal to be forked, and the slack and other refuse to be loaded in separate cars from the coal.

Counter Gangways—\$5.00 per lineal yard, which includes single timber, 50 cents per set of two pieces, lagged; \$1.00 per set of three pieces lagged. All coal to be forked, and the slack and rock to be loaded separately from the coal.

Breasts (up to pitch)—30 feet wide, with airway on each rib and coal chute and gob. All coal when required to be forked, and the slack and other refuse gobbled, and coal put into coal chute, \$3.00 per yard, and 50 cents per yard for building chutes, when vein is from 8 to 10 feet thick. If less than 8 feet, or more than 10 feet, to be paid for proportionately.

Pillars—30 feet wide. All coal to be forked, and slack and other refuse gobbled by working pillars on a slant, and gobbing slack and other refuse behind wing boards wherever practicable. Price \$6.50 per yard where vein is from 8 to 10 feet thick; if less than 8 feet or more than 10 feet, to be paid proportionately.

Chutes—12 feet wide, \$4.50 per lineal yard; building chute and stairway 50 cents per lineal yard, and placing of bulkheads \$2.50.

Cross-cuts—Between breasts, 6 feet wide and the height of the vein, including single timber, \$4.50 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 faults to be driven by special contract.

Signed, Sealed and Delivered:--

On behalf of the Company--

Lewis Stockett, General Manager.

On behalf of the men--

F. H. Sherman, President District 18.

Peter Patterson, National Board

Member.

J. J. McDevitt.

Robert Anderson.

James Maggs.

Jos. Raskewicz.

Witnesses--

John Serra.

B. T. Coon.

Lewis Stockett, General Manager

F. H. Sherman, President District 18

Robert Anderson, President District 18

James Wilson

Henry Brown

Tom Serra

SUPPLEMENTARY AGREEMENT.

Supplementary agreement to the agreement made August 31, 1905, between the Pacific Coal Company, Limited, of Bankhead, Alberta, and the employees of the Pacific Coal Company, Limited, as represented by the United Mine Workers of America, District No. 18; in which the following rules and scale of prices are made a part of said agreement.

No 5 Seam.

Breasts (up the pitch)—30 feet wide, including timbering, chute, air-tight brattice, stairway and the cap rock; all coal to be forked and slack and other refuse to be gobbled in front of wing boards, and the coal to be put into the chute, \$9.00 per lineal yard for the coal and rock and 50c per lineal yard for the building of the chute and stairway.

Cross-cuts between the breasts, 8 feet wide and the height of the vein, including single timber lagged, \$4.50 per lineal yard.

The above prices are based upon the seam including the cap rock being 8 feet thick; if more or less than 8 feet, to be paid for proportionately.

Signed, Sealed and Delivered:—

On behalf of the Company—

Lewis Stockett, General Manager.

On behalf of the men—

F. H. Sherman, President District 18.
Robert Anderson, President Local No.
29.

James Wilson.

Henry Brown.

Tom Serra.

SUPPLEMENTARY AGREEMENT.

Bankhead, Alta., Jan. 5, 1906.

Supplementary agreement to the agreement made August 31, 1905, between the Pacific Coal Company, Limited, of Bankhead, Alberta, and the employees of the Pacific Coal Company, Limited, as represented by the United Mine Workers of America, District No. 18, in which the following rules and scale of prices are made a part of said agreement:

Outside Wages—10-hour Shift.

Box car loaders	\$2.25
Platform boss	2.50
Platform men	2.25
Screen men	2.00
Rock bank men	2.00
Dirt bank men	2.00

Inside Wages.

No. 4 Seam—Main gangway, 12 feet wide, which includes single timber, lagged. All coal to be forked, and the slack and other refuse to be loaded in other cars from the coal, \$3.50 per lineal yard.

Main gangway, B level—10 feet wide, which includes single timber, lagged. All coal to be forked and the slack and other refuse to be gobbed, or loaded in separate cars from the coal, as required, \$7.00 per lineal yard.

Counter gangways, 10 feet wide, which includes single timber, lagged. All coal to be forked and the slack and other refuse gobbed, or loaded in separate cars from the coal as required, \$6.50 per lineal yard.

Chutes, 10 feet wide, \$5.00 per lineal yard; building chute and stairway, 50c per lineal yard; building bulkhead, \$2.50.

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

No. 5 Seam—Main gangway, A level, ten feet wide, including single timber, lagged. All coal to be forked and the slack and other refuse to be loaded in separate cars from the coal, \$6.00 per lineal yard for the coal; brushing, \$2.50 per lineal yard, taking down cap rock when same exists, 50c per lineal yard.

Main gangway, B level—10 feet wide, including single timber, lagged. All coal to be forked and the slack and other refuse gobbed or loaded in separate cars from the coal, as required, \$6.00 per lineal yard for the coal; taking down cap rock when same exists, 50c per lineal yard.

Counter gangways, 8 feet wide, which includes single timber, lagged, \$5.00 per lineal yard. All coal to be forked and the slack and other refuse to be gobbed or loaded in separate cars from the coal as required.

Chutes, twelve feet wide, \$4.50 per lineal yard; building chute and stairway, 50c per lineal yard; building bulkhead, \$2.50.

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

All Seams—Pushing and dumping coal over 300 feet, and up to 300 feet, 50c per lineal yard.

Signed, sealed and delivered:— 1913

On behalf of the Company—

Lewis Stockett, General Manager.

On behalf of the men—

F. H. Sherman, President District No.
18, U.M.W. of A.

H. Morgan.

Donald McKay.

Alexander Rowan.

Witness—

B. T. Coen.

SUPPLEMENTARY AGREEMENT.

Bankhead, Alta., Jan. 30, 1906.

Supplementary agreement to the agreement made August 31, 1905, between the Pacific Coal Company, Limited, of Bankhead, Alberta, and the employees of the Pacific Coal Company, Limited, as represented by the United Mine Workers of America, District No. 18, in which the following rules and scale of prices are made a part of said agreement .

Contract Prices

No. 4 Seam—Breasts (up the pit) 30 feet wide, including timbering, chute, airtight brattice and stairway, all coal to be forked and slack and other refuse to be gobbed in front of wing boards and the coal to be put into chute, \$10.50 per lineal yard for the coal and timbering and 50c per lineal yard for the building of the chute and stairway.

Cross-cuts—Between breasts, six feet wide and the height of the vein, including angle timber, lagged, \$5.00 per lineal yard.

Pillars—30 feet wide, including necessary timber, all coal to be forked and slack and other refuse gobbed behind wing boards and the coal put into the chute, \$8.50 per lineal yard.

The above prices are based on the seam being 9 feet thick; if more or less than nine feet, to be paid for proportionately.

Penalties for Loading Impurities.

The men are to deliver their coal as free from slack and rock or other impurities as it is practicable, and in case of a miner fail-

ing to do so he shall be warned for the first and second offences, for the third offence he shall be fined one dollar, for the fourth offence he shall be fined two dollars and for continuous and aggravated cases it shall be taken up with the Pit Committee and if found to be through the negligence of the miner, he may be discharged.

Signed, Sealed and Delivered:—

On behalf of the Company—

Lewis Stockett, General Manager.

On behalf of the men—

John R. Galvin, Vice-President District No. 13.

J. J. McDevitt, President Local Union No. 29.

Alexander Rowan

Donald McKay.

H. Morgan.

Witness—

B L. Thorne.



