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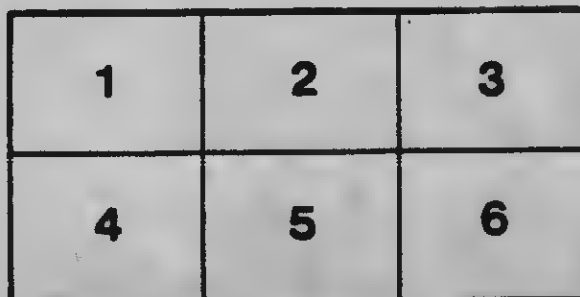
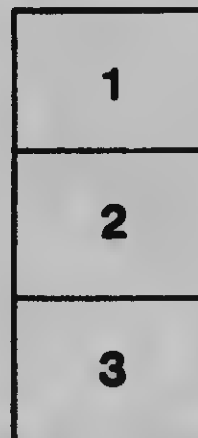
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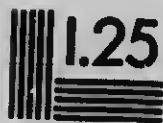
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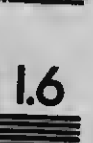
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AGREEMENT

**Canadian Collieries
(Dunsmuir) Limited**

with

**Employees of
Ladysmith-Wellington District**



**Commencing February 1, 1917
Ending October 31, 1919**

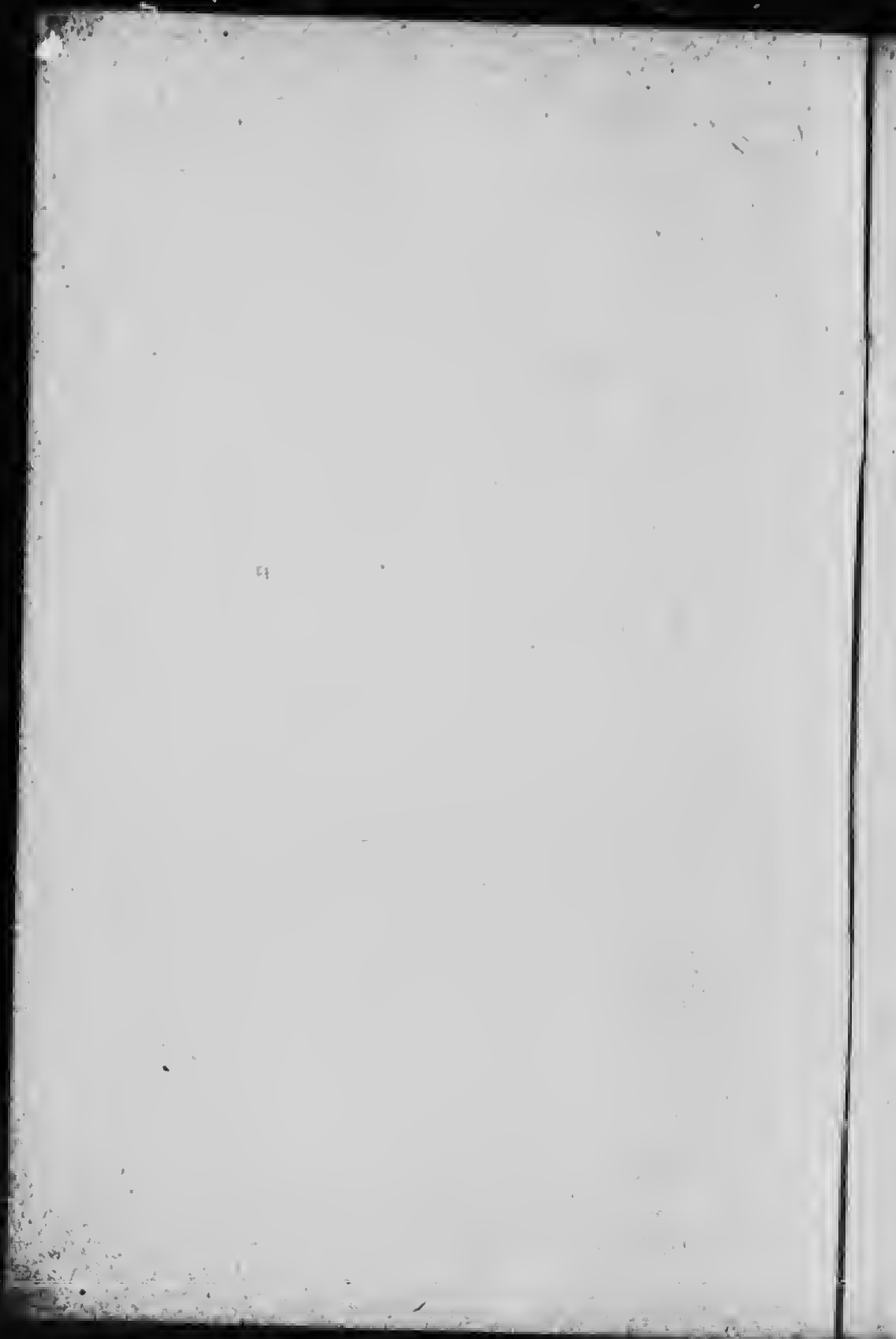
AGREEMENT

**Canadian Collieries
(Dunsmuir) Limited**

with



Commencing February 1, 1917
Ending October 31, 1919



ARTICLES OF AGREEMENT made and entered into this 5th day of March, A. D. 1917.

BY AND BETWEEN:—

CANADIAN COLLIERIES (DUNSMUIR) LIMITED, hereinafter referred to as the "COMPANY" of the one part.

—and—

EMPLOYEES of the CANADIAN COLLIERIES (DUNSMUIR) LIMITED, in the EXTENSION MINES and the LADYSMITH-WELLINGTON COAL FIELD represented by an AGREEMENT COMMITTEE elected at a duly called Mass Meeting held on the fourth day of February, 1917, at Ladysmith, B. C., hereinafter referred to as the "EMPLOYEES," of the other part.

WITNESSETH: that the said parties hereto, in consideration of the mutual promises, agreements, terms and conditions hereinafter mentioned, hereby mutually covenant, promise and agree with the other, as follows, TO WIT:

1. The COMPANY will during the period of this AGREEMENT give and maintain or continue to and for the EMPLOYEES, such employment as it may from time to time consider that it can conveniently and expediently so give, maintain or continue.

2. The EMPLOYEES shall and will accept such employment as and when offered by the Company upon and subject to the limitations, promises, agreements, terms and conditions hereinbefore and hereinafter mentioned.

FIRST:

This Agreement shall begin as of the first day of February, 1917, and shall continue until the 31st day of October, 1919.

SECOND:

The net basis rates, terms and conditions which are now in effect at Extension Mines Numbers 1, 2, 3 and 4 shall continue during the terms of this Agreement except as hereinafter provided.

THIRD:

During the term of this Agreement the COMPANY will pay to its EMPLOYEES who are engaged in the classes of work named in Schedules A and B attached hereto and made a part hereof, a bonus of Ten (10) per cent. on all basis rates and wages named in Schedules A and B hereof, except the mining rate, on which the bonus shall be Five (5) per cent.

FOURTH:

The COMPANY further agrees that during the term of this Agreement it will pay to its EMPLOYEES who are engaged in the classes of work named in Schedules A and B attached hereto and a part hereof, an additional bonus of Five (5) per cent. on the basis rates and wages named, such bonus, however, to be paid only to those EMPLOYEES who work at least Twenty-two (22) days in each calendar month unless prevented by sickness, as evidenced by a doctor's certificate, and unless prevented from working through orders given

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by the COMPANY or its proper Officials, this bonus, if earned, to be included in the pay-check for the last half of each month.

FIFTH:

Until the conclusion of the present War in Europe or until the British Government shall have declared a cessation of hostilities, the COMPANY will pay a "War Bonus" of Five (5) per cent. on the basis rates named in Schedules A and B hereof.

SIXTH:

The COMPANY agrees to erect, equip and maintain a suitable wash-house at Extension Mines Nos. 1, 2 and 3 and at Extension Mine No. 4 always provided a sufficient number of the EMPLOYEES agree to use the same and comply with the reasonable rules and regulations thereof.

SEVENTH:

The COMPANY agrees that it will make no charge for carrying its EMPLOYEES on its railroad between Ladysmith and Extension Mines and will provide and maintain cars for that purpose, and the EMPLOYEES agree to abide by the rules and regulations governing the use of such cars and the operation of the trains.

EIGHTH:

The system of Dockage inspection as now practised at Extension Mines Nos. 1, 2, 3 and 4 shall be continued with penalties for refuse

matter as provided in Schedule A hereof, including dismissal for excess refuse after investigation.

NINTH:

In the event of dismissal for excess refuse, the party so dismissed may appeal to the COMPANY'S District Superintendent, whose decision shall be final.

TENTH:

The COMPANY agrees that when it takes a Miner from the Face and requests him to perform Day Work, he shall receive the Miners' Day Rate, but when the Company has no work at the Face and a Miner temporarily elects to perform Day Work, then he shall be paid the regular Day Work Wage pertaining to the class of such work in which he engages.

ELEVENTH:

The COMPANY agrees that beginning with the month of April, 1917, it will pay the EMPLOYEES semi-monthly, and on the first Saturday after the first day of each month will pay the first half of the preceding month and on the first Saturday after the fifteenth day of each month will pay the last half of the preceding month. Two days before each pay day the COMPANY will furnish a statement showing the earnings and deductions of each EMPLOYEE.

TWELFTH:

The EMPLOYEES will elect an AGREEMENT COMMITTEE at a duly called Pit-

head Ballot of the UNDERGROUND EMPLOYEES at each mine, such COMMITTEE to consist of:—

Two Employees to be MEMBERS

representing	Extension	Mine	No. 1
“	“	“	No. 2
“	“	“	No. 3
“	“	“	No. 4

And in the event of the COMPANY opening a new Mine, then there shall be Two MEMBERS representing each such Mine after it has been placed on an operating basis. Any Member of the COMMITTEE who shall cease to be an EMPLOYEE of the COMPANY shall forthwith cease to be a MEMBER of the COMMITTEE.

THIRTEENTH:

Any vacancy on the AGREEMENT COMMITTEE shall be filled within three days after such vacancy occurs, at a duly called Pithead Ballot of the Underground EMPLOYEES of the COMPANY at the Mine in which such vacancy exists.

FOURTEENTH:

The Management of the COMPANY and the AGREEMENT COMMITTEE shall meet on or about the First Saturday in each month at the COMPANY'S office in Ladysmith at such hour as may be agreed upon from time to time between the Management of the COMPANY and the CHAIRMAN or SECRETARY of the COMMITTEE.

FIFTEENTH:

Special meetings may be called at any time by the Management of the COMPANY or by the Chairman or Secretary of the COMMITTEE upon due notice being given to all parties.

SIXTEENTH:

Any EMPLOYEE having a grievance or dispute shall before or after working hours lay the same before the Members of the AGREEMENT COMMITTEE of the Mine in which he is employed and it shall be the duty of the COMMITTEE to lay before the Management any disputes which may arise between the EMPLOYEES and the Mine Officials or any just complaints of the EMPLOYEES or any questions which may arise as to the interpretation and operation of this AGREEMENT or any modification thereof, and any suggestion tending to improve the working conditions of the EMPLOYEES, or benefit the operations of the COMPANY, such complaint to be put in writing.

SEVENTEENTH:

It is expressly understood and agreed that pending the hearing and adjustment of any dispute or grievance during the term of this Agreement there shall be no stoppage of work individually or collectively by the EMPLOYEES, and the EMPLOYEES will not during the term of this AGREEMENT collectively abandon or give up work in any way or manner inconsistent with or contrary to the true intent and meaning of these Presents:

and Further, that they will not individually abandon or give up work except for good and valid reasons solely pertaining to such individual and not in any way or manner inconsistent with or contrary to the true intent and meaning of these Presents.

EIGHTEENTH:

It is mutually agreed that the operation of any Mine shall not be suspended in event of a Fatal Accident occurring in such Mine nor during the day of the Funeral of any EMPLOYEE, but any EMPLOYEE desiring to absent himself from work for the purpose of attending the Funeral shall have the privilege of doing so but on the loss of the Twenty-two (22) day basis unless he obtains the consent of the proper Official of the COMPANY.

NINETEENTH:

Any EMPLOYEE absenting himself without permission for two or more consecutive working days in any month shall be liable to dismissal without notice, and any EMPLOYEE absent more than four working days in any month shall be liable to suspension or dismissal.

TWENTIETH:

It is agreed that all MINERS mining coal shall pay the COMPANY Fifty Cents (50) per month for sharpening tools except axes. Axes to be sharpened by the miner.

TWENTY-FIRST:

The EMPLOYEES agree that through the CHAIRMAN and SECRETARY of the

AGREEMENT COMMITTEE they will in the month of October, 1919, duly call and hold a Pithead Meeting of the UNDERGROUND EMPLOYEES of Extension Mines Nos. 1, 2, 3 and 4, and of any other Mines in the Lady-smith-Wellington District which the COMPANY may then be operating and which are represented on the EMPLOYEES AGREEMENT COMMITTEE, and that at the said Pithead Meeting each Mine will nominate and elect Two EMPLOYEES to be MEMBERS of an AGREEMENT COMMITTEE and will authorize the said COMMITTEE to negotiate with the COMPANY for a ratification and continuation of the present AGREEMENT for a further period to be agreed upon, and, if requisite, for a modification thereof.

TWENTY-SECOND:

After this AGREEMENT shall have been signed by the proper Officers of the COMPANY and by the AGREEMENT COMMITTEE duly appointed and authorized to sign by the EMPLOYEES, it shall become binding upon both parties and thereupon all EMPLOYEES who are working for the COMPANY shall immediately sign a book containing a copy of this AGREEMENT. NEW EMPLOYEES will be required to sign a copy of this Agreement before entering the employ of the COMPANY.

TWENTY-THIRD:

The EMPLOYEES hereby covenant, promise and agree to faithfully obey, observe,

and carry out all the proper rules and regulations which the COMPANY has heretofore made and which are now in force or which the COMPANY may hereafter make or provide for the safety and protection of its EMPLOYEES and for the safe and efficient operation and protection of its mines, machinery, works, ways and all other matters and things in connection with the mines or in any way incidental thereto.

AND FURTHER that the EMPLOYEES shall and will faithfully and diligently make, do, perform and carry out their work in an orderly skilful and efficient manner.

SIGNED, SEALED
AND DELIVERED

on the day and date
first above mentioned,
in the presence of:

JAMES DICK,
ARTHUR P. GLEN.

JAMES DICK,
ARTHUR P. GLEN.

HENRY S. FLEMING,
Director,

THOMAS A. SPRUSTON,
Superintendent,

For the COMPANY.

For the EMPLOYEES.

MIKE CELLE, Chairman,
J. G. FRASER,
THOS. HARDY,
A. RADFORD,
T. CARNEY,
J. CURRIE,
S. JONES,
JNO. MCKINLEY,
ARCHIBALD BEVERIDGE,

SCHEDULE "A"

MINING, YARDAGE AND TIMBERING

Mining Rates:

Pick Coal. For all seams now operating a base rate of 75 cents per ton with a bonus of 5 per cent. making $78\frac{3}{4}$ cents, and the War Bonus of 5 per cent. making $82\frac{1}{2}$ cents and the Bonus of 5 per cent. for 22 days or over making a total of $86\frac{1}{4}$ cents per net ton of 2,240 pounds.

If any new mines are opened by the Company in the Ladysmith-Wellington District during the period of this AGREEMENT, the mining rates for such mines shall be as agreed upon between the COMPANY and the AGREEMENT COMMITTEE.

Dockage:

The system of dockage inspection with penalties for Refuse Matter at each mine will be as follows:—

Nos. 1, 2 and 3 Ladysmith-Wellington.

Up to and including 100 lbs. of refuse per car	Double Dockage
Over 100 lbs. and in- cluding 200 lbs. of refuse per car.....	Confiscation of car.
Over 200 lbs. of ref- use per car.....	Dismissal after investi- gation.

No. 4 Ladysmith-Wellington.

- Up to and including
50 lbs. of refuse per
car Double dockage.
- Over 50 lbs. and in-
cluding 100 lbs. of
refuse per car..... Confiscation of car.
- Over 100 lbs. of ref-
use per car..... Dismissal after investi-
gation.

Yardage:

The present system and rate prevailing in the mines shall continue during the period of this AGREEMENT, except at the beginning of the month the Management may fix a price to be paid under normal conditions in the various working places.

Tracklaying:

The present system and rate prevailing in the mines shall continue during the period of this AGREEMENT.

Timbering:

The present system and rate prevailing in the mines shall continue during the period of this AGREEMENT.

SCHEDULE "B"

DAY RATES

Occupation—	Basis Rate	Plus 10%	War Bonus 5%	5% increase for 22 Days or Over
Company Miners	-3.00	-3.30	-3.45	-3.60
Brushers	2.50-2.66	2.75-2.93	2.87-3.06	3.00-3.20
Bratticemen	2.72-3.00	2.99-3.30	3.12-3.45	3.25-3.60
Timbermen	-3.00	-3.30	-3.45	-3.60
Tracklayers	-3.00	-3.30	-3.45	-3.60
Roadmen	2.37-2.62	2.61-2.89	2.73-3.02	2.85-3.16
Driver Boss	-3.00	-3.30	-3.45	-3.60
Drivers	2.28-2.75	2.50-3.02	2.63-3.16	2.75-3.30
Pushers	2.00-2.62	2.20-2.89	2.30-3.02	2.40-3.16
Motormen	-2.75	-3.02	-3.16	-3.30
Conductors	-2.50	-2.75	-2.87	-3.00
Switch Boys	1.25-2.00	1.37-2.20	1.44-2.30	1.50-2.40
Winch Drivers	2.50-2.75	2.75-3.02	2.87-3.16	3.00-3.30
Drum Runners	1.82-2.75	2.00-3.02	2.09-3.16	2.20-3.20
Rope Riders	1.54-2.75	1.70-3.02	1.77-3.16	1.85-3.30
Door Boys	-1.05	-1.15	-1.20	-1.25
Cagers	2.50-2.75	2.75-3.02	2.87-3.16	3.00-3.30
Bottomers	1.50-2.00	1.65-2.20	1.72-2.30	1.80-2.40
Loaders	-2.63	-2.89	-3.02	-3.16
Laborers	-2.63	-2.89	-3.02	-3.16
Pumpmen	2.00-2.50	2.20-2.75	2.30-2.87	2.40-3.00

