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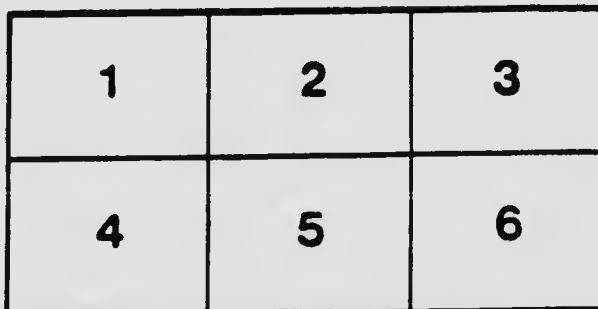
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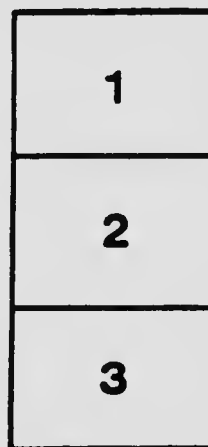
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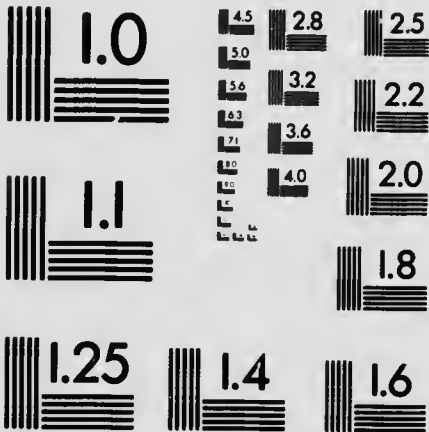
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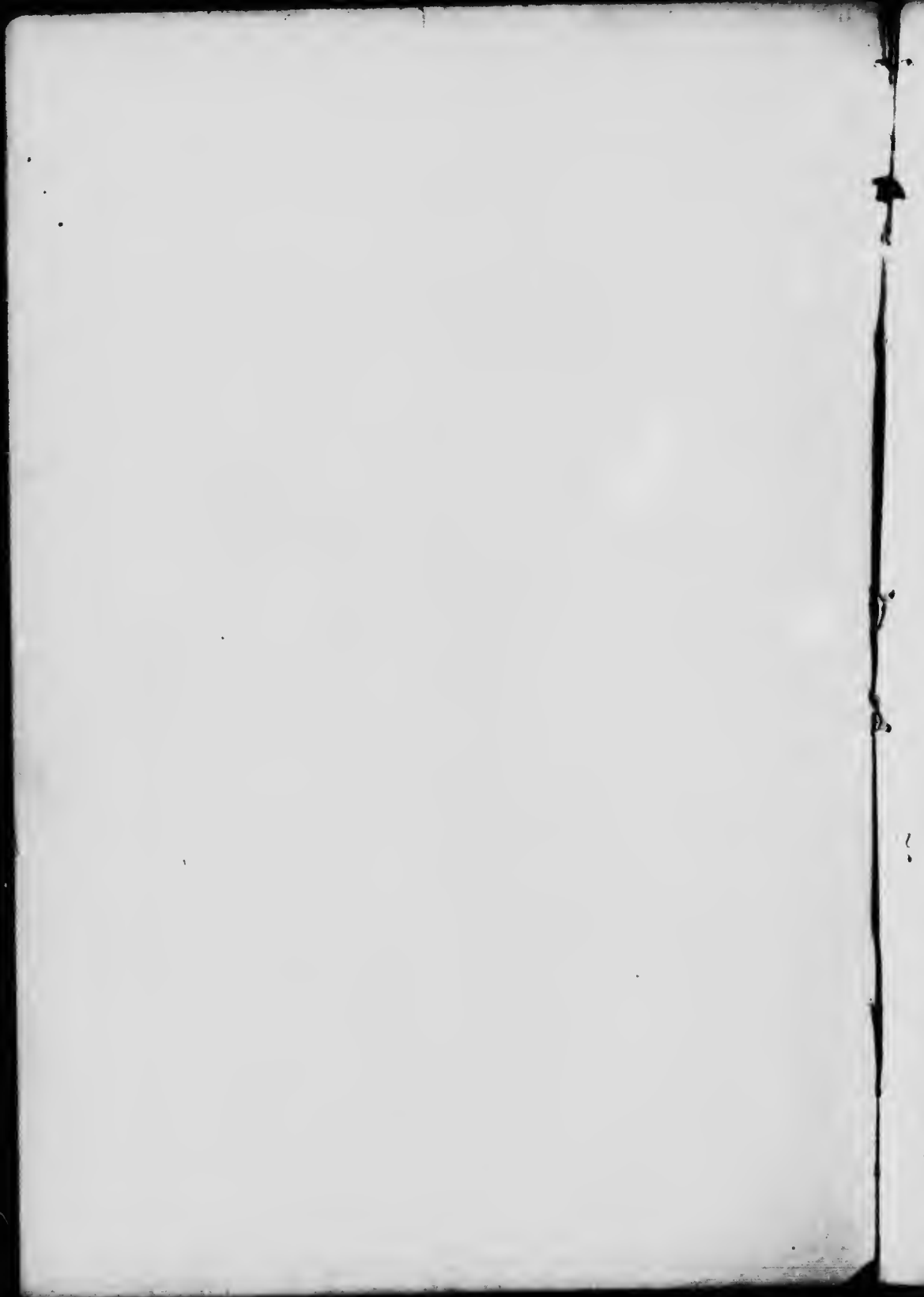
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# Memorandum of Agreement entered into this First day of April, A.D., 1903:

—BETWEEN—

**The Crow's Nest Pass Coal Company, Limited,** of the  
First Part (hereinafter called the "Company")

—AND—

**Their Employees at Coal Creek, Morrissey and Michel,**  
of the Second Part (hereinafter called "the men")

NOW THIS AGREEMENT WITNESSETH:— That for and in consideration of the several schedules attached hereto and made a part hereof: viz: Schedules A, B, C, and D, and for the further consideration of the following Articles: viz:

ARTICLE 1.—That the Company shall pay the sum of three (\$3) dollars per day for all Miners taken from piece working places, if taken from face to do Company work.

ARTICLE 2.—That in any case where it may appear that a man is not being fairly treated, the Company will meet through the Mine Manager of the Mine in question, a Committee of Investigation as provided by the Statute of British Columbia. In the event of a non-agreement the Company, through its higher officials, will discuss the question with the Committee.

ARTICLE 3.—That the Company will deliver all timbers as near the working place as possible, or at the mouth of the room.

ARTICLE 4.—The Company will pay wages of one man on day "McGinty" is being moved, in the event of two Miners working together, this will be interpreted as meaning the wage of one Miner at schedule rate; in the event of Miner and Back-hand working together it shall be interpreted as meaning the wage of Back-hand as per attached schedule.

ARTICLE 5.—That the Company to lay one length of rail from frog after which Miner is to carry on his tracks in consideration of thirty cents (30) being paid for each and every lineal yard of double track laid by Miner.

ARTICLE 5.—That one (1) man shall have only one place and only one shift in such place. It being understood this article refers only to

*J. J. ...*  
*Boverns*

Gangways, Rooms and Cross-cuts. After Levels are turned from Slopes or Inclines to accommodate a car the said Gangway or Level to be turned over to other men. In the event of Contractor on Incline or Slope desiring said Gangway or Level he to have preference.

ARTICLE 6—Company will meet the Committee of any Local to discuss any grievance. Failing adjustment of difficulty so presented, will meet the Executive of District, provided in all cases the personnel of different Committees be made up entirely of the employees of the Company. Any communication received by the Officials of the Company from the Secretaries of the different Locals or Executive District Secretary will receive the courtesy due it, and reply thereto will be forwarded.

ARTICLE 7—Company are unwilling to change the system adopted for single shift system, eight hours work being required of all day hands for eight hours pay. The system as adopted at Coal Creek is understood as commencing at Lamp Stations inside the Mine at 7 a.m., a total cessation of work during one-half hour at noon, shift to close at Lamp Station at three-thirty.

ARTICLE 8.—Company will sell a lot, or lots, to the men at Morrissey in the new townsite being opened by the Company.

The Company will on conclusion of this Agreement between the Company and the men for a term of not less than two years, lease at a reasonable rental a piece of ground to the men at Michel. The two years being understood as referring to the life of this Agreement and not to lease of premises. The Deed and Lease shall be granted to a Board of Trustees appointed by the Party of the Second Part. Term of Lease to be agreed upon later.

In consideration of the foregoing and the promises and covenants herein provided for, it is hereby covenanted, declared and agreed by and between the parties hereto that:—

ARTICLE 1.—That the term of this Agreement shall be for a period of three (3) years from April 1st, 1903 to April 1st, 1906, provided always that on or after the expiration of April 1st, 1905, either party can by giving sixty (60) days notice in writing to the other terminate this Agreement, provided that in the event of the Company being able to secure an advance in the price for its commodity over that at present prescribed by the Government, viz: \$2.00 for run of Mine coal, the attached schedules shall be open for revision and re-adjustment in accordance with the terms of this Agreement.

It is understood and agreed by the parties hereto, that there shall be no discrimination either by the Company or the men between representatives of Labor organizations and non-representatives of organization.

SIGNED, SEALED AND DELIVERED.

On the part of the Company

JOHN H. TONKIN

General Manager.

THOS. R. STOCKETT

General Superintendent.

On the part of the Men

GEORGE H. DOUGHERTY

Pres. Canadian District Association No. 6. W. F. of M.

PHILIP CHRISTOPHER

Pres. No. 7 District Union.

W. H. EVANS.

JOHN E. RYAN.

HENRY S. BELL.

THOS. LETCHER.

JOHN HOWBROOK

JNO. T. DAVIES, Secretary.

THOMAS DAVIES.

J. E. BALLUSKY.

Representing The Crow's Nest Valley District Union, No. 7, W. F. of M.

Witnesses:—To the signatures of all the parties hereto.

JOHN KEEN

W. G. GAUNCE

A. C. FLUMERFELT

M. P. McANDREW

C. FOLEY

H. G. SEAMAN

FREDERICK KEFFER

### SCHEDULE "A"

The Crow's Nest Pass Coal Company, Ltd., will pay the following rates for Mining, Yardage, Timbering, Track-laying, Day-men, etc. to the Underground Employees of the Coal Creek Mines, effective April 1st, 1903.

#### NO. 1 MINE.

MINING RATE:—Fifty-five (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:—Sixty (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.



250.8 hour Camp men

**NO. 3 MINE.**

**MINING RATE:**—Sixty (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 pard.

**ALL MINES.**

**TIMBERING:**—\$1.00 per 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 lbs. 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 a lineal yard for single track and a rate of 50 cents per lineal yard for double track will be paid for all track laid by Miners. Company to deliver all materials as near the working place as possible, and thereafter to be handled by 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 materials to foot of chutes.

**BRUSHING:**—8 feet wide,—5 cents per inch in depth per lineal yard. 12 feet wide,—10 cents per inch in depth per lineal yard.

**DOCKAGE:**—28 lbs. to be added to the tare of all 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.

**DAY MEN:**—In this schedule the rate named is to be understood as representing a working day of eight hours, except as otherwise designated

Fire Boss.....	3.25	Motormen.....	3.00
Shot Lighters.....	3.00	Motormen Helpers.....	2.75
Bratticemen.....	3.00	Hoistmen.....	3.00
Bratticemen Helpers.....	2.50	Rope Riders.....	2.50
Timbermen.....	3.00	Couplers.....	2.50
Timbermen Helpers.....	2.50	Pushers.....	2.75
Driver Boss.....	3.50	Laborers.....	2.75
Drivers.....	2.50	Timber Handlers.....	2.75
Track Layers.....	3.00	Switch Boys.....	\$1.25 to 1.75
Track Layers' Helpers.....	2.75	Door Boys.....	1.75
Miners.....	3.00	Back Hands.....	2.50

*Handwritten signature or initials*

Mine

Mine Carpenter

Pumpmen.....	\$2.50 for 12 hours work.
Fan Men.....	2.50 for 12 hours work.
Firemen, boilers.....	2.25 for 8 hours work.
Outside Laborers.....	1.80 for 10 hours work.

**SCHEDULE "B"**

The Crow's Nest Pass Coal Company, Limited, will pay the following rates for Mining, Yardage, Timbering Track-Laying, Day Men, etc., to the Underground Employees of its Michel Mines, effective April 1st 1903.

**NO. 8 MINE.**

**MINING RATE:**—Fifty-five (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:**—Fifty-five (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:**—Sixty (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. Cross-cuts between Levels, \$2 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

**NO. 3 MINE.**

**MINING RATE:**—Fifty-five (55) 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.

**ALL MINES.**

**TIMBERING:**—\$1.00 per set, with lagging and centre posts when required. All timber and lagging will be delivered by Company as near the working place as possible, and thereafter handled, framed and set Miner.

**TRACK-LAYING:**—Tracks with 13 lbs 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.

75  
38  
31  
75  
75  
75  
25

In Rooms a rate of 15 cents per lineal yard for single track and a rate of 30 cents per lineal yard for double track will be paid for all tracks laid by Miners. Company to deliver all materials as near the working place as possible, and thereafter to be handled by Miners.

**CHUTES:**—Company will build first section of chutes, Miners to build thereafter, and will be paid at a rate of 30 cents per lineal yard for all chutes built. Company to deliver all materials to foot of chute.

**BRUSHING:**—6 feet wide, 5 cents per inch in depth per lineal yard. 12 feet wide, 10 cents per inch in depth per lineal yard.

**DOCKAGE:**—28 lbs. to be added to the tare of all Mine Cars to offset refuse matter in Coal. All cars to be confiscated when containing an excessive quantity, with a suspension to follow continued repetition.

**DAY MEN:**—In this schedule the rate named is to be understood as representing a working day of eight hours, except as otherwise designated.

Fire Boss.....	\$3.25	Tracklayers .....	\$3.00
Shot Lighters .....	3.00	Tracklayers Helpers.....	2.50
Bratticemen.....	3.00	Miners.....	3.00
Bratticemen Helpers .....	2.50	Motormen .....	2.75
Timbermen .....	3.00	Motormen Helpers.....	2.50
Timbermen Helpers.....	2.50	Hoistmen .....	2.75
Driver Boss.....	3 00	Rope Riders .....	2.50
Drivers.....	2.50	Couplers.....	2.50
Pushers.....	2.50	Laborers.....	2.50
Timber Handlers.....	2.50	Switch Boys.....	\$1.25 to 1.50
Door Boys.....	1.00	Back Hand.....	2.50
Pumpmen .....			\$2.50 for 12 hours work.
Fanmen.....			2.50 for 12 hours work.
Firemen, boilers .....			2.50 for 8 hours work.
Outside Laborers .....			1.80 for 10 hours work.

### SCHEDULE "C"

The Crow's Nest Pass Coal Company, Limited, will pay the following rates for Mining, Yardage, Timbering, Track-Laying, Day-Men, etc. to the Underground Employees of Morrissey Mines, effective April 1st, 1903:

#### NO. 1 MINE.

**MINING RATE:**—Fifty (50) 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. 3 MINE.**

**MINING RATE:**—Sixty (60) cents per gross ton.

**YARDAGE:**—Levels and Parallels, \$1.50 per lineal yard. Crosscuts between Levels, \$1.50 per lineal yard. Room Cross cuts, no tracks, 50 cents per lineal yard.

**NO. 4 & 5 MINES.**

**MINING RATE:**—Fifty-five (55) cents per gross ton.

**YARDAGE:**—Levels and Parallels, \$1.00 per lineal yard Crosscuts between Levels \$1.00 per lineal yard. Room Crosscuts, no tracks, 50 cents per lineal yard.

**ALL MINES.**

**TIMBERING:**—\$1.00 per set, with lagging and centre post when required. All timber and lagging will be delivered by Company as near the working place as possible, and thereafter handled, framed and set, by the Miner.

**TRACK-LAYING:**—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 track, and a rate of 30 cents per lineal yard for double track will be paid for all track laid by Miners. Company to deliver all materials 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 materials to foot of chute.

**BRUSHING:**—6 feet wide, 5 cents per inch in depth per lineal yard. 12 feet wide, 10 cents per inch in depth per lineal yard.

**DOCKAGE:**—28 lbs to be added to the tare of all Mine Cars to offset refuse matter in the coal. All cars to be confiscated when containing an excessive quantity of refuse, with suspension to follow continued repetition.

**DAY MEN:**—In this schedule the rate named is to be understood as a working day of eight hours except as otherwise designated.

Fire Boss .....	\$3.25	Motormen.....	\$2.75
Shot Lighters .....	3.00	Motormen Helpers ....	2.50
Bratticemen .....	3.00	Hoistmen .....	2.75
Bratticemen Helpers.....	2.50	Rope Riders.....	2.50
Timbermen .....	3.00	Couplers.....	2.50
Timbermen Helpers..	2.50	Pushers.....	2.50

Driver Boss.....	3.00	Laborers.....	2.50
Drivers .....	2.50	Timber Handlers.....	2.50
Tracklayers.....	3.00	Switch Boys.....	\$1.25 to 1.50
Tracklayers' Helpers.....	2.50	Door Boys.....	1.00
Miners .....	3.00	Back Hand.....	2.50
Pumpmen.....			\$2.50 for 12 hours work.
Fanmen.....			2.50 for 12 hours work.
Firemen, boilers.....			2.50 for 8 hours work.
Outside Laborers.....			1.80 for 10 hours work.

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**ADDENDA—Referring to Article 2.**

The object being to endeavor to secure each Miner a minimum of Three (\$3) dollars per day, if he earns it when working in difficult places.

This is incorporated into and becomes a part of clause 2.

JOHN H. TONKIN,  
General Manager.

THOS. R. STOCKETT,  
General Superintendent.

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**ADDENDA.**

The rate of One Dollar and Eighty cents (\$1.80) for general outside labor in schedules A, B, C, and D is the minimum rate for common laborers, all skilled employees or those occupying positions of trust will be paid in accordance with their positions and their worth, in conformity with the present custom.

JOHN H. TONKIN.  
General Manager.

THOS. R. STOCKETT,  
General Superintendent.

