

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

### (728.) OTAGO COAL-MINERS AND NIGHTCAPS COAL COMPANY (LIMITED).—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," and amendments thereof, this 30th day of April, 1904, between the Nightcaps Coal Company (Limited) and the Otago Coal-miners' Industrial Union of Workers.

#### BALLOTING.

1. All places to be balloted for every three months.
  - (a.) In the case of blanks being drawn, those drawing them to ballot for the first place or places to start.
  - (b.) One man to ballot for his place out of two or more places in the same manner as two or more men would ballot for one place.
  - (c.) The first man out of a place to start in the first place vacant or to be broken away.

The union may appoint two scrutineers, who may accompany the manager or his deputy, and examine and mark all places to be balloted; said scrutineers to draw ballot on behalf of members.

#### PIECEWORK.

2. All ordinary places worked by one man or man and youth shall be paid for at the rate of 3s. 6d. per ton. Special places—two men, 3s. 9d. per ton; man and youth, 3s. 7½d. per ton.

3. An "ordinary place" shall mean places 15 ft. wide and 8 ft. high, with a margin of 1 ft. in width and height. Places under the width and height stipulated here may be driven at such rate as may be agreed upon between the mine-manager and the local committee of the union. Should they fail to agree, the matter shall be decided by the Inspector of Awards for this district. His decision shall be final.

4. Three boxes of the size now used, filled as at present, to constitute a ton. Should any dispute arise through any box which the manager may consider improperly filled, the miner to have the right to weigh such box.

5. Splitting pillars to be treated as ordinary places.

6. Pillars worked by lifts or strips 9 ft. wide, with loose end, 3s. 3d. per ton. If the miner has to remove muck owing to waste workings, ordinary rates to be paid.

7. Drawing and saving props in pillar-work shall be paid at the rate of 1s. 6d. per hour.

#### SHIFT WAGES.

8. Shift wages shall be 10s. per shift.

#### DEFICIENT PLACES.

9. Deficient places shall be paid shift wages, and shall mean places where an average miner is unable to earn 10s. per day, and places driven alongside faults or in soft faulty coal.

#### WET PLACES.

10. Wet places shall be paid shift wages for six-hour shifts, and shall mean places where water is dropping on top of workmen or unduly wet under foot, and the miner cannot keep dry.

#### TIMBERING.

11. All timbering (except props set in workman's cavit) to be done by the company. Miner to assist shift man to lift the bar on legs.

#### DISTRIBUTION OF BOXES.

12. Boxes shall be equally distributed throughout the mine. The union may appoint two persons to act in the capacity of turn-keeps, who shall be privileged to see the output of each man once in every week; the turn to be posted at the mine. Persons being unduly ahead of their turn shall lay back until such time as the rest of the workmen are on an equal footing.

13. Picks and other tools to be sharpened by the company free of cost to workmen.

#### HOURS OF WORK.

14. Hours of employment to be in accordance with "The Coal-mines Act Amendment Act, 1903."

#### DIPS AND STONE DRIVES.

15. The price of dips and stone drives to be arranged between the mine-manager and local committee.

16. Household coal, 9s. 6d. per ton, delivered in Nightcaps Township or three-quarters of a mile from the tip. Over said distance to be specially arranged for.

17. The miners to truck their coal 6 chains, not including lay-bys. From 6 to 10 chains 3d. per ton extra to be paid. Over said distance to be specially arranged for.

18. Dropping head-coal with not less than 4 ft. carry to be paid 3s. 3d. per ton. Head-coal with less than 4 ft. in thickness may be worked at such rate as may be agreed upon between the mine-manager and the local committee. Failing agreement, the matter to be settled by the Inspector of Awards. His decision shall be final.

19. During periods of slackness caused through insufficient trade the manager shall not employ any more miners till such time as the mine is working full time.

20. All miners to receive an equal share of work.

21. Any miner taken away from the face to do any work inside shall be paid shift wages.

22. Unionists shall have the preference of employment.

23. Removing muck back shall be paid for as follows: From 2 in. to 4 in., 1s. per lineal yard; from 4 in. to 8 in., 2s. per lineal yard; over 8 in. to be arranged for between the mine-manager and the local committee.

24. Engine-drivers holding first-class certificates and working on engine where such certificate is required shall be paid 10s. per shift.

25. Duplicate pay-tickets to be supplied to the men. Such pay-ticket shall state in detail payments and deductions made.

#### HOLIDAYS.

26. The following days shall be observed as holidays: Christmas Day, 1st and 2nd January, the King's Birthday, Labour Day, Good Friday, and Easter Monday. Should any of the above days fall on a Sunday, the day following to be observed as a holiday.

27. Anything not provided for herein may be arranged between the mine-manager and the local committee. Failing an agreement, the matter shall be decided by the Inspector of Awards for the district, whose decision shall be final.

This agreement shall take effect from the 2nd May, 1904, and shall continue in force until the 2nd May, 1905.

Signed for and on behalf of the Otago Coal-miners' Industrial Union of Workers—

[Seal.]

DONALD McINNIS, President.

Witness—Joseph Hollows.

Signed for and on behalf of the Nightcaps Coal Company—

JOHN LLOYD, Mine-manager.