

(22.) TAUPIRI COAL-MINERS.

Before the Board of Conciliation, in the Northern Industrial District.—In the matter of an industrial dispute between the Taupiri Coal-mines (Limited) and the Waikato Coal-miners' Industrial Union of Workers, and of a reference thereof for settlement.

The Board, having heard evidence in the above case, recommend as follows:—

1. That the hours of labour for all underground workers shall be as follows: That the men commence to leave the surface at 7.45 a.m., and leave the face at 4 p.m., and commence to ascend the shaft at 4.5 p.m.

2. That the places be drawn for every three months—the first middle weeks in January, April, July, and October—in the following order: The managers divide the mine into districts, and number the places in each district in consecutive order; the men drawing the last or highest numbers in any district must be the first to shift from that district. If there be more than one pair of men to shift from any district at one time, they cavil for the fresh places. Men wishing to change mates can do so at cavilling.

3. *Special Work*.—Should the manager have any special work, he must call for volunteers, to be approved by the managers, three clear days before the cavil; and should there be more volunteers than required for the said special work, they cavil or ballot for it thirty minutes before the general cavil, and those unsuccessful be cast in the general cavil.

4. *Double Shifting*.—Should the managers require to double-shift any bord, the men in the bord to choose their mates within two days after having had notice from the manager; and should they fail to find their mates in the given time, then the manager shall find them. The men to receive 2d. per ton extra for being double-shifted. If three men are put in a bord, they be paid 1d. per ton extra. If

a heading be double-shifted, there shall be an addition to the extra tonnage of 6d. per foot.

5. Trucking to be done by the company.

6. *Yardage*.—All places not exceeding 64 ft. area shall be paid 6s. per yard; from 64 ft. to 80 ft., 4s. 6d. per yard. Bords 14 ft. wide up to 7 ft. high, 3s. per yard; bords 14 ft. wide, 7 ft. up to 8 ft. 6 in. high, 2s. per yard. Ribbing or taking off side coal up to 3 ft., 1s. 6d. per yard; 3 ft. to 6 ft., 3s. per yard. Opening out bords, 1s. per foot. Piercing up, 1s. per foot up to 8 ft. 6 in. high. Measuring: Square across and perpendicular. Wet work, 1s. 6d. per yard extra. Cutting drains in coal, 6d.; in fireclay, 9d. per yard.

7. When men leave or are taken from the face, their turn ceases. If a miner be taken from the coal by the manager to do any kind of odd work, he shall be paid at the rate of 9s. per day and 1s. 6d. per hour for overtime, and time and a half for Sunday. If boys be taken from the coal who do not receive full time, they be paid according to their turn on the coal. Timbering to be paid for as follows: Props up to 8 ft., 1s; over that height, 2d. per foot; sets of timber up to 6 ft. by 6 ft., 3s. per set; over these dimensions, special arrangements.

8. Two shillings per tub to be paid for fireclay. Where the riddles are used, 1s. per tub to be paid for all unsaleable coal or mullock-band or clod, whether filled in or thrown back; 6d. per tub for all slack in excess of one tub of slack to every two tubs of steam.

9. Hewing rate to be reduced 1d. per ton all round, the company undertaking to do all the trucking.

10. Miners to lay all ronds in their bords; the company to sharpen all miners' tools.

11. Day hands, underground: Onsetters, 8s. per day; assistant onsetters, 7s. per day (if he do the work of the onsetters he shall receive 8s. per day); boys, up to seventeen years of age, 4s. to 6s. per day; men employed as truckers, 7s. to 8s. per day.

12. Surface-hands: Brace-men, 8s. per day; assistant brace-men, 7s. per day; certificated engine-drivers, 9s. per day; uncertificated engine-drivers, 7s. 6d. per day; boys, up to eighteen years of age, 3s. to 6s. per day.

13. When members of the union and non-members are employed together, there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions and receive equal pay for equal work.

14. The penalty for any breach of this industrial agreement shall be any sum not exceeding £20.

15. This industrial agreement shall continue in force from the 1st January, 1900, until the 1st May, 1902.

16. Boring in the roof, 4d. per foot up to 12 ft.; 12 ft. and upwards, 6d. per foot; boring in the floor, 6d. per foot.

A. H. COLLINS, Chairman.

Huntly, 29th November, 1899.

THIS agreement made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 8th day of January, 1900; between the Taupiri Coal-mines (Limited) Industrial Union of Employers of the one part and the Waikato Coal-miners' Industrial Union of Workers of the other part witnesseth that, in respect of the properties belonging to the Taupiri Coal-mines (Limited), at Huntly, the following provisions and agreement shall have effect from the date specified in clause 15 hereof:—

1. That the hours of labour for all underground workers shall be as follows: That the men commence to leave the surface at 7.45 a.m., and leave the face at 4 p.m., and commence to ascend the shaft at 4.5 p.m.

2. That the places be drawn for every three months, the first middle weeks in January, April, July, and October, in the following order: The manager shall divide the mine into districts, and number the places in each district in consecutive order; the men drawing the last or highest numbers in any district must be the first to shift from that district. If there be more than one pair of men to shift from any district at one time they shall cavil for fresh places. Men wishing to change mates can do so at cavilling.

3. *Special Work*.—Should the manager have any special work he must call for volunteers, to be approved by the managers, three clear days before the cavil; and, should there be more volunteers than required for the said special work, they shall cavil or ballot for it thirty minutes before the general cavil, and those unsuccessful shall be cast in the general cavil.

4. *Double Shifting*.—Should the manager require to double-shift any bord, the men in the bord to choose their mates within two days after having notice from the manager, and should they fail to find their mates in the given time, then the manager shall find them. The men to receive 2d. per ton extra for being double-shifted. If three men are put in a bord they shall be paid 1d. per ton extra. If a heading be double-shifted there shall be an addition to the extra tonnage of 6d. per foot.

5. Trucking to be done by the company.

6. *Yardage*.—All places not exceeding 64 ft. area shall be paid 6s. per yard; from 64 ft. to 80 ft. 4s. 6d. per yard. Bords 14 ft. wide up to 7 ft. high 3s. per yard. Bords 14 ft. wide, 7 ft. up to 8 ft. 6 in. high, 2s. per yard. Ribbing or taking off side coal up to 3 ft., 1s. 6d. per yard; 3 ft. to 6 ft., 3s. per yard. Opening out bords, 1s. 6d. per foot. Piercing up, 1s. per foot up to 8 ft. 6 in. high, measuring square across and perpendicular. Wet work, 1s. 6d. per yard extra. Cutting drains in coal, 6d.; in fireclay, 9d. per yard.

7. When men leave or are taken from the face, their turn ceases. If a miner be taken from the coal by the manager to do any kind of odd work, he shall be paid at the rate of 9s. per day, and 1s. 6d. per hour for overtime, and time and a half for Sunday. If boys be taken from the coal who do not receive full turn, they shall be paid according to their turn on the coal. Timbering to be paid for as follows: Props up to 8 ft., 1s.; over that height, 2d. per foot. Sets of timber up to 6 ft. by 6 ft., 3s. per set; over these dimensions, special arrangements.

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9. Hewing rate to be reduced 1d. per ton all round, the company undertaking to do all the trucking.

10. Miners to lay all roads in their bords; the company to sharpen all miners' tools.

11. Day hands, underground: Onsetters, 8s. per day; assistant onsetter 7s. per day (if he do the work of the onsetter he shall receive 8s. per day); boys up to seventeen years of age 4s. per day to 6s. per day; men employed as truckers 7s. to 8s. per day.

12. Surface hands: Brace-men, 8s. per day; assistant brace-men, 7s. per day; certificated engine-drivers, 9s. per day; uncertificated engine-drivers, 7s. 6d. per day; boys up to eighteen years of age, 3s. to 6s. per day.

13. When members of the union and non-members are employed together, there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work.

14. The penalty for any breach of this industrial agreement shall be any sum not exceeding £20.

15. This industrial agreement shall continue in force from the 1st January, 1900, until the 1st May, 1902.

16. Boring in the roof, 4d. per foot up to 12 ft.; 12 ft. and upwards, 6d. per foot. Boring the floor, 6d. per foot.

In witness whereof the said parties have hereto subscribed their names, the day and year first hereinbefore written.

The common seal of the Taupiri Coal-mines (Limited) Industrial Union of Employers was hereto affixed by authority of a duly convened meeting of the board of directors of the said Taupiri Coal-mines (Limited) in the presence of—

R. WALKER,
J. FRIAR CLARKE, } Directors.
FRANZ SCHERFF, Secretary.

The common seal of the Waikato Coal-mines Industrial Union of Workers was hereto affixed—

JAMES McCLENNEN.
ROBERT GRUNDY, President.