

(38.) HIKURANGI COAL-MINERS.

Under "The Industrial Conciliation and Arbitration Act, 1900." Before the Board of Conciliation in the Northern Industrial District.—In the matter of an industrial dispute between the Hikurangi Coal Company, the Hikurangi Collieries (Limited), the Ngunguru Coal-mines (Limited), and the Kiripaka Coal Company (Limited), and the Hikurangi Coal-miners' Industrial Union of Workers, and of a reference thereof for settlement.

THE BOARD, having examined witnesses and heard evidence in the above case, recommend as follows:—

1. That the hours of labour for all underground workers in the Hikurangi Coal Company shall be as follows: That the men leave the surface at 7.45 a.m. and leave the face at 4 p.m., and at 3 p.m. on Saturdays.

That the hours of labour for all underground workers in the Hikurangi Collieries (Limited) be as follows: That the men leave the surface at 6.45 a.m. and leave the face at 3 p.m., and at 2.30 p.m. on Saturdays.

That in the case of the Ngunguru Coal-mines (Limited) and the Kairipaka Coal Company (Limited) the hours of labour for all underground workers shall not exceed forty-seven per week, but that the hours of commencing and leaving off work may be varied to suit the special local circumstances.

2. That the places be drawn for every three months in the following order: The manager to divide the mine into districts, and number the places in each district in consecutive order; the man drawing the last or highest number in any district must be the first to shift from that district. If there be more than one man to shift from any district at one time, they cavil for the fresh places; the truckers to cavil for places same time as general cavil.

3. Should the manager have any special work inside the mine he must call for volunteers, to be approved by the manager, three clear days before a cavil.

4. That should the manager require to double-shift any bord, the man in the bord to choose his mate within two days after having notice from the manager; and should he fail to find a mate

in the given time, then the manager shall find one, the men to receive 1d. per skip extra for being double-shifted. If two men be put in a bord they be paid 1d. per skip extra. If a heading be double-shifted there shall be an addition to the extra tonnage of 6d. per foot, this clause to apply to the Hikurangi Coal Company, but shall not apply to the Hikurangi Collieries (Limited), the Ngunguru Coal-mines (Limited), or the Kiripaka Coal Company (Limited).

5. That trucking in the Hikurangi Coal Company and the Hikurangi Collieries be done by the companies, and that in the cases of the Ngunguru Coal-mines and the Kiripaka Coal Company the trucking be done by the miners as at present; such trucking not to exceed the present limit of 50 yards from the face, over 50 yards to be paid 1d. per skip for every additional 50 yards.

6. That in the Hikurangi Coal Company's mine the men receive 1s. per skip for steam coal, 1s. 4d. per skip for house coal, 4d. per foot for crosscuts and headings 8ft. wide and over; under 8ft. wide, irrespective of height, 1s. per foot; under 6ft. high, irrespective of width, 1s. per foot; taking off side coal up to 3ft., 6d. per foot; wet work 2d. per skip extra.

That in the Hikurangi Collieries (Limited) the men receive 10d. per skip without any allowance for yardage.

That in the Ngunguru Coal-mines the men receive as follows: Low coal over $4\frac{1}{2}$ ft., 11d. per skip; from $4\frac{1}{2}$ ft. to 4ft., 1s. 1d. per skip; from 4ft. to $3\frac{1}{2}$ ft., 1s. 2d. per skip; from $3\frac{1}{2}$ ft. to 3ft., 1s. 3d. per skip; from 3ft. to $2\frac{1}{2}$ ft., 1s. 4d. per skip; from $2\frac{1}{2}$ ft. to 2ft., 1s. 6d. per skip. Yardage to be paid as at present rates—viz., 8d. per foot for 8ft. wide, 1s. 4d. per foot for 6ft. wide. Timbering to be done by miners as at present—viz., no charge to be made. In the event of the company coming upon high seam coal—viz., 7ft. and upwards—the same conditions shall apply as in the Kiripaka Coal Company's mine.

That in the Kiripaka Coal Company's mine the men receive 10d. per skip. Headings 8ft. wide and over to be paid 4d. per foot; under 6ft. high, irrespective of width, 1s. per foot; taking off side coal up to 3ft., 6d. per foot. In the event of the company coming upon low seam coal—viz., 4ft. 6in. and under—the same conditions shall apply as in the Ngunguru Coal-mines.

7. That when men leave the face 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 be paid at the rate of 9s. per day, and time and a quarter overtime, and time and a half for Sundays for all men except pumpers.

8. That in the Hikurangi Coal Company's mine timbering be paid for as follows: Props, up to 8ft., 6d. each; over that height 1d. per foot. The company to timber safely in all pillars before beginning to extract them. Miners to timber in pillar workings without cost to the company.

9. That all unsaleable coal or mullock filled in or thrown back the following rates obtain, viz.: The Hikurangi Coal Company,

1s. per skip; the Hikurangi Collieries, 10d. per skip; Ngunguru Coal-mine, 10d. per skip; the Kiripaka Coal-mine, 10d. per skip.

10. That the companies lay all roads and sharpen all miners' tools.

11. That truckers be paid 7s. 6d. per day; pumpers to receive 7s. 6d. per day, and 9s. per shift on Sundays. Boys up to eighteen years of age to be paid from 4s. to 7s. per day.

12. That any miner driving to the dip and having to bale water be paid 1s. 3d. per hour.

13. That boring up or down be paid at the rate of 3d. per foot, the company to have the option of doing the work with wages-men.

14. That the company find suitable material for tamping.

15. That employers shall employ members of the Workers' Union in preference to non-members, provided that there are members of the Workers' Union equally qualified with non-members to perform the particular work required to be done and ready and willing to undertake it; but this clause shall not interfere with the employment of the workmen now engaged by any of the companies whilst remaining in their present employment.

16. That in the event of shortening hands single men shall be first discharged in the order of engagement, and then last-comers.

17. The skips referred to in these recommendations are estimated to be of the following capacity: Hikurangi Coal Company, 12 cwt.; Hikurangi Collieries, 12 cwt.; Kiripaka Coal Company, 10 cwt.; Ngunguru Coal-mines, 8½ cwt.

18. That this industrial agreement shall come into operation on the 1st day of February, 1901, and shall remain in force until the 31st day of January, 1904.

A. H. COLLINS, Chairman.

Courthouse, Hikurangi, 14th December, 1900.

We, the undersigned parties to the dispute between the Hikurangi Coal Company and others and the Hikurangi Coal-miners' Industrial Union of Workers, hereby agree to accept the recommendations of the Conciliation Board for the Northern Industrial District.

Dated this 14th day of December, 1900, at Hikurangi Courthouse.

H. GILFILLAN, Jun., Secretary,
For the Hikurangi Coal Company (Limited).

E. FORD, Secretary,
For the Ngunguru Coal-mines (Limited).

J. H. JOHNSON, H. HOLTON, F. WHIDDON,
For the Hikurangi Coal-miners' Industrial
Union of Workers.

H. R. COOKE, Director,
For the Hikurangi Collieries (Limited).

Witness to the above signatures—A. H. Collins, Chairman of the Conciliation Board.