
(30.) INANGAHUA GOLD-MINERS.—AGREEMENT.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 23rd day of January, 1902, between the Consolidated Goldfields of New Zealand (Limited), the Progress Mines of New Zealand (Limited), the Welcome Gold-mining Com-

pany (Limited), and the New Inkerman Mines (Limited), which four companies are all duly incorporated in England under the Imperial Companies Acts, and carrying on business at or near Reefton, in the County of Inangahua, and Colony of New Zealand, as mining companies; the Keep-it-Dark Quartz-mining Company (Limited) and the Big River Gold-mining Company (Limited), which two last-named companies are duly incorporated in the said colony, and carrying on mining operations at or near Reefton aforesaid (all of which said companies are hereinafter referred to as "the companies"), of the one part, and the Inangahua Miners' Industrial Union of Workers, an industrial union duly incorporated, and having its registered office at Reefton aforesaid (hereinafter referred to as "the workers' union"), of the other part, whereby it is agreed by and between the said parties hereto as follows:—

1. The following shall be the minimum rates of wages which shall be paid by the companies respectively to the persons employed by such companies respectively in the capacities undermentioned, that is to say,—

	Per Shift.		Per Shift.
	s. d.		s. d.
Mine shift-bosses	11 8	Men working vanners	8 0
Timber-men on surface	11 8	Men working at slimes-tables..	8 0
Men employed on rise, winze, or shaft	10 0	Men working at chlorination- works, roasters	9 6
Miners	9 6	Men working in chlorination- works other than roasters ..	8 6
Winders requiring Government certificates	11 8	Men working at cyanide	9 0
Engine-drivers not requiring winders' certificates	10 0	Men in charge of rock-drills ..	10 6
General blacksmiths	13 4	Men working at rock-drills, not in charge	9 6
Blacksmiths ordinarily em- ployed in sharpening tools ..	11 8	Men in charge of rock-drills in rise	11 0
Blacksmiths' assistants, strikers	8 0	Men working rock-drills in rise, not in charge	10 0
Brace-men	9 0	Men exclusively employed in filling from rock-drills ..	9 0
Chamber-men	10 0	Men timbering in mine	9 6
Truckers	8 0	Firemen	10 0
Battery-feeders	8 0	Carpenters	11 8
Men working rock-breaker	8 0	Pick-and-shovel labour	9 0
Man in charge of aerial	11 8	Ordinary surface-labour, other than pick and shovel	8 0
Brake-man of aerial	10 0		
Men employed filling aerial ..	9 0		
Men employed tipping aerial ..	8 0		
Men in charge of shift at bat- teries	10 0		

2. Men taken from the face in the mine to do temporary work on the surface, but not exceeding two successive shifts, shall be paid the same rate as if at the face, and the same hours of labour shall be observed.

3. Youths under twenty-one years of age may be employed as blacksmiths' strikers, truckers, battery-feeders, tipping the aerial, working vanners, working at slimes-tables, working at cyanide, and at any other work which may at any time and from time to time be agreed upon in writing between any of the companies and the workers' union at the following rates of wages, that is to say: For

the first year, not less than 5s. for each working-day of eight hours with an increase at the end of each year of not less than 1s. per day until such youth reaches the minimum wage of the branch of employment in which he is employed.

Winding-men.

4. Where the shafts exceed a depth of 250 ft., and there is machinery, the company shall at all times hoist the men: Provided that any company may from time to time agree in writing with the workers' union that this clause shall be suspended with respect to any mine or portion of a mine mentioned in such agreement for the period therein specified, and in such case this provision shall cease to be operative to the extent and for the period mentioned in such agreement.

Contracts.

5. In all cases in which tenders are called for work written specifications shall be provided to work by, and no company shall enter into any contract for the performance of work in or about a mine without making it a binding stipulation of such contract that the contractor shall pay to the wages-men employed by him the minimum rates of wages provided by this agreement.

Holidays.

6. The Christmas holidays shall be from the 24th December to the 1st January, both days inclusive; but if New Year's Day should fall upon a Sunday, then the Monday following shall be observed as a holiday also; the birthday of the reigning Sovereign and Labour Day shall also be holidays: Provided that this clause shall not apply to batteries or reduction-works, but it shall be incumbent on each company to allow to each man employed in batteries or reduction-works holidays of equal duration at some convenient time without thereby affecting the employment of any such man. This proviso shall also apply to youths when employed in batteries or reduction-works.

7. No work shall be done on Sundays or any of the holidays above mentioned except in batteries or reduction-works, and except work which is of absolute necessity.

Monday and Saturday Shifts.

8. The night shift following the Sunday shall go on at 1 a.m. on Monday morning and shall cease work at 8 a.m. The day shift on Saturday shall go on at 8 a.m. and shall cease work at 2 p.m. The afternoon shift on Saturday shall go on at 2 p.m. and shall cease work at 8 p.m.

Hours of Labour.

9. Except as mentioned in the last clause, the hours of work shall be eight hours at the face in each shift, in which eight hours the usual allowance shall be made for crib-time.

Matters not provided for.

10. Any matter not provided for in this agreement may be settled by agreement between the company concerned and the committee of the workers' union.

Preference of Unionists.

11. So long as the rules of the workers' union permit any person of good character and sober habits now employed as a miner in this industrial district, and any other person now residing or who may hereafter reside in this industrial district, and who is of good character and sober habits, and who is a competent miner, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join the workers' union, without ballot or other election, and shall give notice of such amendment, with a copy thereof, to each of the companies, then and in such case and thereafter each of the companies 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: Provided that this clause shall not interfere with engagements now subsisting between any company and non-unionists, but that such company may continue to employ any miner or other person now actually employed by such company as theretofore, although such miner or other person may not be a member of the workers' union, and although such miner or other person may, from want of work in the mine or otherwise, be from time to time not actually employed in the mine.

12. No company shall discriminate against members of the workers' union, and no company shall, in the employment or dismissal of men or in the conduct of the mine, do anything for the purpose of injuring the workers' union, whether directly or indirectly.

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

14. The workers' union shall keep in some convenient place in Reefton a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all members of the workers' union for the time being out of employ and desirous of obtaining employment, with a description of the branch of mining employment in which each such person claims to be proficient, and the names and addresses and occupations of every company or person by whom any such member of the workers' union has been employed during the preceding nine calendar months. Immediately upon any such member of the workers' union obtaining employment, or ceasing to desire employment, a note thereof shall be

entered in such book. The executive of the workers' union shall use their best endeavours to verify the entries contained in such book, and the workers' union shall be answerable as for a breach of this agreement in case any entry therein shall be wilfully false to the knowledge of the executive of the workers' union, or in case the executive of such union shall not have used reasonable endeavours to verify the same. Such book shall be open to each of the companies and to the servants of each of them at all hours between 9 a.m. and 5 p.m. on every working-day except Saturday, and on that day between 9 a.m. and noon. If the workers' union shall fail to keep the employment-book in manner provided by this clause, then and in such case, and so long as such failure shall continue, the companies or any of them may employ any person or persons, whether a member of the workers' union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice shall be given by the workers' union to each company in writing of the place where such employment-book is kept, and of any change in such place.

15. This agreement shall be filed as an industrial agreement with the Clerk of the Westland Industrial District forthwith after execution, and shall remain in force for two years from the 21st day of January, 1902.

In witness whereof the said parties hereto have executed these presents the day and year first aforesaid.

CONSOLIDATED GOLDFIELDS OF NEW ZEALAND (LTD.),

By its Attorneys—Ernest W. Spencer, S. L. P. Free.
Signed by the Consolidated Goldfields of New Zealand (Limited) by its Attorneys, Ernest William Spencer and Smith Laughton Patrick Free, in the presence of—Henry Castle, Accountant, Reefton.

PROGRESS MINES OF NEW ZEALAND (LIMITED),

By its Attorneys—Ernest W. Spencer, S. L. P. Free.
Signed by the Progress Mines of New Zealand (Limited) by its Attorneys, Ernest William Spencer and Smith Laughton Patrick Free, in the presence of—Henry Castle, Accountant, Reefton.

WELCOME GOLD-MINING COMPANY (LIMITED),

By its Attorneys—Ernest W. Spencer, S. L. P. Free.
Signed by the Welcome Gold-mining Company (Limited) by its Attorneys, Ernest William Spencer and Smith Laughton Patrick Free, in the presence of—Henry Castle, Accountant, Reefton.

NEW INKERMEN MINES (LIMITED),

By its Attorney—G. H. Boyd.
Signed by the New Inkerman Mines (Limited) by its Attorney, George Henry Boyd, in the presence of—William Auld.

A. MCKAY.

JAS. THORBURN.

The common seal of the Keep-it-Dark Quartz-mining Company (Limited) was hereunto affixed by order of the Board of directors, in the presence of—J. F. Hindmarsh, Mining Agent, Reefton.

PATRICK BUTLER.
HENRY S. CASTLE.

The common seal of the Big River Gold-mining Company (Limited) was hereto affixed by order of the board of directors, in the presence of—F. Hubert Lee, Manager, Big River Gold-mining Company (Limited), Reefton.

MATTHEW FEEHAN, President.
HENRY BETTS, Secretary.
MATTHEW ABSALOM, Trustee.

The seal of the Inangahua Miners' Industrial Union of Workers was hereunto affixed by order of the committee of management, and the signatures of Matthew Feehan (President), Henry Betts (Secretary), and Matthew Absalom (Trustee) were hereunto subscribed, in the presence of—James Molloy, B. P. McMahon, William Campbell.

(31.) GRANITY CREEK COAL-MINERS.—AWARD.

In the Court of Arbitration of New Zealand, Westland Industrial District.—In the matter of "The Industrial Conciliation and Arbitration Act, 1900," and of "The Industrial Conciliation and Arbitration Act Amendment Act, 1901"; and in the matter of an industrial dispute between the Granity Creek Coal-miners' Industrial Union of Workers and the Westport Coal Company (Limited) Industrial Union of Employers.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the Granity Creek Coal-miners' Industrial Union of Workers (hereinafter called "the union") by its representatives duly appointed, and having also heard the employers by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award: That, as between the union and the members thereof and the employers, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in