

(117.) KAITANGATA COAL-MINERS.—AGREEMENT.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," and amendments thereof, this 13th day of February, 1902, between the New Zealand Coal and Oil Company (Limited) and the Otago Coal-miners' Industrial Union of Workers, witnesseth as follows:—

1. All places to be balloted for every three months.

(a.) Headings, levels, dips, pillars, and robbing-work to be balloted for specially.

(b.) The names of those thrown out of the special ballot to be put in the general ballot.

(c.) In case of blanks in the general ballot, those drawing them to ballot for the first place or places to start or which may be vacant.

(d.) If at any time during the quarter the number of special places should exceed the number balloted for at the quarterly ballot,

unsuccessful balloters for special places to ballot for the same; also any workman or workmen finishing his or their place or places shall at once enter his or their names in a book, to be called "the ballot-book," to be kept at the cabin for that purpose.

(e.) 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.

Piecework.

The words "three boxes," where used herein, mean three boxes of the size now used in the mine filled with coal up to the level of the sides of each box, and in the centre to a height of 6 in. above the level of the box.

2. Headings shall be paid for at the rate of 2s. 6d. for every three boxes and 7s. per yard when worked by one shift; 2s. 6d. for every three boxes and 8s. per yard when worked by two shifts; and 2s. 6d. for every three boxes and 9s. per yard when worked by three shifts.

3. Levels shall be paid for at the rate of 2s. 6d. for every three boxes and 5s. per yard when worked by one shift; and 2s. 6d. for every three boxes and 6s. per yard when worked by two shifts; and 2s. 6d. for every three boxes and 7s. per yard when worked by three shifts.

4. Bords 14 ft. wide to be paid for at the rate of 2s. 6d. for every three boxes.

5. Breaking away bords to be paid for at the rate of 2s. 6d. for every three boxes, with level yardage rates, to such a time as width of 10 ft. is obtained.

6. Stentons not less than 12 ft. wide shall be paid for at the rate of 2s. 6d. for every three boxes and 6s. per yard.

7. Pillars shall be paid for at the rate of 2s. 6d. for every three boxes; but in the event of a strip being less than 6 ft. wide shift-wages to be paid.

8. Head-coal shall be paid for at the rate of 2s. 6d. for every three boxes when there is not less than a 5 ft. carry; when there is less than a 5 ft. carry shift-wages shall be paid, or a rate for every three boxes shall be agreed upon.

9. The company to truck the coal from the face. The miner to take the empty box from the tip to the face.

Shift-wages.

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

11. Deficient places shall be paid shift-wages, and shall mean all places driven through faults, or in faulty coal, or in soft coal, and extremely hard places; but in the event of the deficiency taking the form of soft coal the miner may, with the consent of the management, fill said soft coal with the shovel at the rate of 2s. for every three boxes. This clause not to apply to stonework.

12. Wet places shall be paid shift-wages for six-hour shifts, and shall mean places where the workman or workmen are standing

over the boot-tops in water, or water dripping on top of them to an inconvenient extent.

13. Shift-wages to be paid when brushing headings.

14. No coal shall be worked on shift where piece rates have been fixed.

15. No more than two workmen shall be employed in one place on the same shift unless special arrangement has been made with regard to prices between the mine-manager and the committee of the union.

16. Hours to be eight and a half hours bank to bank, inclusive of half an hour for meal-time.

17. During periods of slackness the manager shall not employ any additional men to such time as the mine is working five days per week, except in the event of a workman or workmen leaving, when he may fill his or their place or places. This clause not to apply to truckers.

18. Afternoon shift to be idle every Saturday when both shifts have worked three days previously in the same week.

19. The horn shall be blown at 8 p.m. when the manager knows that the next day will be an idle day.

20. All timbering-work required to be done to be paid for by shift-wages.

21. The company shall cut all timber to the lengths required by the workmen, and place it in the working-places.

22. Hot places shall be fairly distributed, so that no workman shall be required to perform an undue proportion of work therein.

23. Delegates shall receive leave of absence to attend to delegate board meetings or executive council meetings on reasonable notice being given to the management.

24. Truckers to be paid 5s. per day at sixteen years of age, and to receive an advance of 1s. per year to such time as they reach the age of nineteen, when 8s per day shall be paid; but a special wage less than the wage above mentioned may be fixed for any trucker, lad, or youth by agreement between the mine-manager and the committee of the workers' union.

25. In the event of a vacancy or vacancies occurring on the coal, truckers over nineteen years of age may, with the consent of the management, ballot for said vacancy or vacancies: Provided always that, in the event of a trucker so balloting, the manager shall have the right to call upon him to act in the capacity of trucker at truckers' wages for the term of one year—that is to say, in the event of there being a scarcity of truckers. Said clause not to apply where a trucker has previously been coal-getting for a period of two years or more.

Engine-drivers and Firemen.

26. Engine-drivers shall be paid at the rate of 9s. per shift.

27. Firemen shall be paid 8s. per shift, and shall receive time and a half when required to work on Sundays.

28. Firemen to receive assistance to tip coal for firing purposes ; said firemen not to be knocked off when the mine is idle, but, if not required to attend to the boilers, may perform other work on the surface.

29. Any matter not provided for herein may be settled by agreement between the mine-manager and the committee of the union.

30. Unionists to have the preference of employment, according to the conditions of previous award.

Holidays.

31. The following days to be observed as holidays, viz. : Christmas Day, Boxing Day, 1st and 2nd January, King's Birthday, Labour Day, annual picnic day, Easter Monday.

32. This agreement to remain in force for a period of twelve calendar months from the date hereof.

THE NEW ZEALAND COAL AND OIL COMPANY (LTD.),
By its Attorney, J. Sinclair Thompson.

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

ROBERT STATHAM, President.

(118.) DUNEDIN LITHOGRAPHERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," and subsequent amendments, dated at Dunedin, this 25th day of February, 1902, between the Otago Master Printers, Lithographers, and Bookbinders' Industrial Union of Employers (hereinafter called "the employers") and the Otago Lithographers' Industrial Union of Workers (hereinafter called "the union").

The parties above mentioned do hereby agree as follows: That, as between the union and the members thereof and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto and of this agreement shall be binding upon the union and the members thereof and upon the employers and each of them, and the said terms shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement; and, further, the union and the members thereof and the employers and each of them shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, and provisions respectively agreed to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And the parties above mentioned do hereby agree that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of the