

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

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(618.) OTAGO COAL-MINERS AND NEW ZEALAND COAL AND OIL COMPANY (LIMITED).—AGREEMENT.

THIS agreement, made in pursuance of “The Industrial Conciliation and Arbitration Act, 1900,” and the amendments thereof, this 4th day of May, 1903, 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.) Not less than 75 per cent. of miners to ballot for special places. (c.) Workmen with less than two years' experience in mines to be exempt from special ballot. (d.) The names of those thrown out of special ballot to be put into general ballot. (e.) In cases of blanks in general ballot, those drawing them to ballot for the first place or places to start, or which may be vacant. (f.) 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. (g.) Any workman or workmen finishing his or their place shall at once enter his or their names in a book, herein called the "ballot-book," which shall be kept in the company's office for that purpose.

#### *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; and 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 not less than 6 ft. wide 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: Bords to be paid for at the rate of 2s. 6d. for every three boxes, with level-yardage rates to such time as a width of 14 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 for 24 ft. in length; above 24 ft. in length heading rates to be paid for any distance driven over and above 24 ft. if no rails are laid.

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 4 ft. carry. When there is less than a 4 ft. carry shift wages shall be paid, or a rate for every three boxes shall be agreed upon.

9. Crosscut headings to be paid heading rates.

10. The company to truck the coal from the face. The miner to take the empty box from the tip to the face. The distance of the tip from the face not to exceed 60 ft. Company to make tips.

11. Boxes to be fairly distributed throughout the mine.

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

13. 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 the said soft coal with the shovel at the rate of 2s. for every three boxes. This clause shall not apply to stone-work.

14. Men working at fires or wet places shall be paid shift wages for six-hour shifts. Wet places shall mean places where the workman or workmen is or are standing over the boot-tips in water, or water dripping on top of them to an inconvenient extent.

15. Shift wages shall be paid when brushing headings.

16. No coal to be worked on shift wages where piece rates are fixed.

17. No more than two workmen to be employed in one place on the same shift, unless special arrangements have been made with regard to price between the mine-manager and committee of the union.

18. All timbering sets to be done by the company, or when sets are put in places by piece-workers shall be paid the following rate—viz., 2s. 6d. per set. Sets not to exceed 8 ft. in length.

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

20. Truckers working underground to be paid as follows (the work "trucker" to include truckers, horse-drivers, and rope-attendants): Fourteen years of age, 3s. 6d.; fifteen years of age, 4s. 6d.; sixteen years of age, 5s. per shift, and to receive an advance of 1s. per day per year to such time as they reach the age of nineteen, when 8s. per day shall be paid. Those now receiving 9s. per shift shall not be reduced, but a special wage less than wage above mentioned may be fixed for any trucker, lad, or youth between the mine-manager and the committee of the union.

21. In the event of a vacancy or vacancies occurring in the coal, truckers over the age of eighteen years, and who have been trucking for a period of two years or more, may, with the consent of the manager, 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 maximum trucker's 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 when a trucker has been coal-getting for a period of two years or more.

22. Hours to be eight and a half hours bank-to-bank, inclusive of half an hour for meal-time. Half an hour to be allowed each way for workmen travelling to and from working-faces.

23. 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 men leaving, when he may fill his or their places. This clause not to apply to truckers.

24. When the manager knows the next shift will be idle, the horn to be blown as follows: Kaitangata Mine, day shift at 8 p.m., afternoon shift at 1 p.m.; Castle Hill Mine at 8.30 p.m.

25. When the mine is worked on two shifts, the back shift to be idle every Saturday. When worked on one shift, Saturday after pay-day to be a full holiday.

26. Tools to be sharpened free of cost to workmen.

27. Any miner taken from the face to any work, either inside or outside the mine, to be paid 10s. per shift. Shift-men working between the hours of 11 p.m. and 7 a.m. to be paid 6d. per shift extra.

28. Engine-drivers shall be paid at the rate of 9s. per shift, and when required to attend to boilers in addition to attending to engine, on days when mine is hauling coal, they shall receive assistance to tip coal and remove ashes.

29. Firemen shall be paid 8s. per shift, and shall receive time and a half when required to work on Sundays. Firemen to receive assistance to tip coal for firing purposes, and 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.

30. All persons employed on shift to be paid for overtime as follows: Not less than time and a quarter for work done through the week, and time and a half for Sundays and holidays.

31. No overtime to be worked on piece rates.

32. Preference of employment to be given to members of the union.

33. Dips to be worked on shift wages, unless otherwise agreed upon.

#### *Holidays.*

34. The following days to be observed as holidays: Christmas Day, Boxing Day, 1st and 2nd January, the King's Birthday, Labour Day, annual picnic-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.

35. Duplicate pay-tickets to be supplied by the company, the workman to retain one when receiving his pay.

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

37. This agreement shall take effect from the 4th May, 1903, and shall continue in force until the 4th May, 1904.

Signed for and on behalf of the New Zealand Coal and Oil Company (Limited)—

R. S. JORDAN, Colliery-manager.

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

DONALD McINNES, President.

Witness—J. Hollows, Secretary.