

## (718.) HIKURANGI COAL-MINERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 21st day of April, 1904, between the Hikurangi Coal Company (Limited) and the Hikurangi Coal-miners' Industrial Union of Workers.

1. The hours of labour for all underground workers shall be as follows: The men to leave the surface at 7.45 a.m., and leave the face at 4 p.m., and at 3 p.m. on Saturday.

2. Places to 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 highest or last 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 must cavil for the fresh places. In any case where a man has finished his place for the time being in any section of the mine, and has to remove to another section from any cause whatever, he shall have the first place that is ready in the section which he left, or return to his own place if it is ready to start during the quarter. All places which are to be included in the cavil must be distinctly marked before the cavil is drawn whenever possible. The truckers to cavil for fresh places at the same time as general cavil.

3. Should the manager have any special work inside the mine he must call for volunteers, to be approved of by the manager, three clear days before a cavil, which shall be every three months, as in clause 2, and he shall specify the nature of the work to be done.

4. Should the manager require to double-shift any bord, crosscut, or heading, the man in the bord, crosscut, or heading shall choose his own mate within two days after having notice from the manager, and should he fail to find a mate in the time given, then the manager shall find one. The men to receive 1d. per skip extra for being double-shifted or double-banked.

5. All places under 8 ft. wide shall be paid 1s. per foot; under 5 ft. high, irrespective of width, 1s. per foot. All places under 3 ft. 6 in. high shall be specially arranged for between the president of the union and the manager. Headings and crosscuts 8 ft. and over, 4d. per foot; taking off side coal up to 3 ft., 6d. per foot. Ordinary wet work to be paid for at 1d. per skip extra. Exceptionally wet places to be paid for at 3d. per skip extra. An exceptionally wet place is where a miner has to stand in 3 in. or more water, or where it is exceptionally wet overhead.

6. Miners shall receive 1s. per skip for steam-coal, and all house-coal filled, 1s. 4d. per skip. All unsaleable coal or stone filled or thrown back shall be paid for at the same rate as steam-coal.

7. When miners leave the face or are taken from the face their turn ceases. If a miner be taken from the coal-face by the manager

to do any kind of odd work he shall be paid 9s. 6d. per day, and time and a quarter overtime, and time and a half on Sunday.

8. All props to be paid for at 6d. each. Should any other description of timbering be required, the company to have the option of doing such work, or by private arrangement with the miners. In all pillar-workings no timbering to be paid for.

9. The company to lay all roads and sharpen all miners' tools satisfactorily and ready for men going on in the morning.

10. Truckers nineteen years of age and over to be paid at the rate of 8s. per day. Boys from fourteen to nineteen years of age to be paid 4s. per day for the first year, and 9d. per day per year increase till they attain the age of nineteen years. Hand-pumpers to receive 8s. per day, and 9s. 6d. on Sunday.

11. Miners driving at the dip or having to bale water or to do any other wet work shall be paid 10s. 6d. per day. This clause to apply to dips only.

12. Boring up or down in coal shall be paid 4d. per foot. The company to have the option of doing the same by day wages.

13. The company to provide suitable material for tamping.

14. The company shall employ members of the Miners' Union in preference to non-unionists, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it.

15. In the event of shortening hands, single men to go first, then married men to be cavilled out.

16. The skips referred to are estimated to be of the following capacity—viz., 12 cwt.

17. Miners to regulate their own skip-turns.

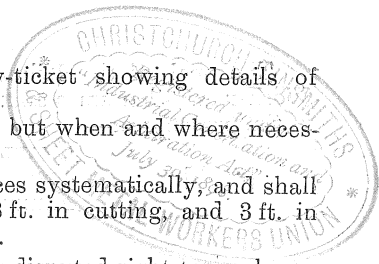
18. The following shall be observed as union holidays—viz., New Year's Day, Anniversary Day, Good Friday, Easter Monday, Prince of Wales's Birthday, King's Birthday, Christmas Day, and Boxing Day. Work done on Good Friday or Christmas Day shall be paid time and a half; on any other holiday time and a quarter.

19. The minimum rate of wages shall be—for bracemen, 9s. per day; tippers, 8s. per day; brakemen in charge of a jig worked by a drum, 8s. per day; blacksmiths, 9s. per day; engine-drivers, first-class 10s. per day, second-class 9s. per day, including lighting up.

20. Where a pillar is considered to be deficient for two men, only one man shall be employed, his mate to lay off till a place can be found for him; but the manager shall, if possible, find him another place.

21. Should any matter or dispute arise during the term of the agreement which is not herein provided for, such matter or dispute shall be referred to the manager and the officials of the union, with a view to coming to terms in settlement of the same.

22. All props to be cut to length ordered, and delivered to the miners' face.



23. All employees to receive a pay-ticket showing details of earnings.

24. The company to do all trucking, but when and where necessary miners to assist 21 ft.

25. All miners shall work their places systematically, and shall cut and hole their places to at least 3 ft. in cutting, and 3 ft. in holing or to a facing before firing a shot.

26. The company shall have the undisputed right to work any part or the whole of the mine by machinery on giving fourteen days' notice to each individual miner employed in the places where machinery is to be introduced.

27. The workers' union shall keep in some convenient place in Hikurangi a book to be called the "employment-book," wherein shall be entered the name 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, 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 times 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 the manner provided by this clause, then and in such case, and as 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.

28. This agreement shall remain in force for three years from the date thereof.

The common seal of the Hikurangi Coal Company (Limited) was hereunto affixed at a meeting of directors, in the presence of—

[Seal.]  
 E. MITCHELSON,  
 S. THORNE GEORGE, } Directors.  
 H. GILFILLAN, Jun., Secretary.

The seal of the Hikurangi Coal-miners' Industrial Union of Workers was hereunto affixed at a meeting of the committee thereof in the presence of—

[Seal.]

CHARLES FREDERIC GREEVES,	} Members of Committee.
JOSEPH STRONG,	
HENRY HOLTON,	

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