

(1487.) HOMEBUSH COLLIERY, GLENTUNNEL. — AGREEMENT BETWEEN THE OWNERS AND WORKMEN FIXING RATES OF WAGES AND CONDITIONS OF WORK.

1. ALL places to be balloted for every three months. Headings, levels, dip, and pillars to be balloted for by special ballot. The manager to have the right of objecting to men of inexperience in the working of any of these places being put in the ballot.

2. Where there are more men in the ballot than there are places, blanks shall be put in to make up the number of places; all places balloted for shall be numbered, and any man drawing a blank shall be deemed out of that particular ballot. One man to ballot for his place out of two or more men in the same manner as two or more men would ballot for one place. The first man out of a place to start in the first place vacant or to be broken off.

3. Hewing-rates in pillar and dip sections:—

(a.) Headings 9 ft. wide to be paid 5s. per ton and 4s. per yard, and to be jiggged by the miner, for which he is to be paid 1d. per box extra.

(b.) Levels 6 ft. wide to be paid 4s. 6d. per ton and 4s. per yard.

(c.) Levels 8 ft. wide, 4s. 6d. per ton.

(d.) Pillars, 3s. 6d. per ton, except where narrow strip is being taken off lower side of pillar to form road, when 4s. per ton shall be paid.

(e.) Bords up to 8 ft. wide to be paid 4s. 6d. per ton; from 8 ft. to 10 ft., 4s. 3d. per ton; and from 10 ft. to 12 ft., 4s. per ton. Bords breaking off headings to be paid heading-rates until there is room for the miner to tip his box.

(f.) Stentons to be paid 4s. 6d. per ton and 4s. per yard for the first 10 yards, and 3d. per ton extra for every 2 yards or part thereof over 10 yards.

4. Hewing-rates in engine-seam :—

- (a.) Headings as in pillar and dip sections.
- (b.) Levels 6 ft. wide, 5s. per ton and 4s. per yard.
- (c.) Levels 8 ft. wide, 5s. per ton.
- (d.) Pillars as in pillar and dip sections.
- (e.) Bords up to 10 ft. wide, 4s. 6d. per ton.
- (f.) Stentons, 5s. per ton and 4s. per yard.

5. Not more than one man and one boy to be employed in one ordinary place (to mean a place 12 ft. wide) or to have the use of one box except when required for the convenient working of the colliery.

6. Eight hours at the coal-face to constitute a shift. Shift-wages to be 10s. per shift.

7. Miners working a deficient place to be paid shift-wages. A "deficient place" to mean a place driven through faults, faulty coal, soft coal, and extremely hard coal.

8. Wet places to be paid shift-wages for a six-hours shift. A "wet place" to mean where a miner cannot keep his body dry.

9. Shift-wages to be paid where a miner has to shift falls, fill mullock, draw timber, or do any work other than getting coal. This clause not to apply to miners working pillars, except when shifting mullock in beginning a pillar.

10. Where stone exists on top of coal which cannot be kept up by miner, such place to be deemed a deficient place.

11. Boxes to be distributed in proportion to tonnage-rates throughout each section of the mine.

12. All timber to be cut into the required lengths, joggled, and put into the road-ends ready for use. If the miner has to put up sets to keep the roof safe at the working-face he shall be paid 1s. 6d. for two legs and one bar of 6 ft., and 1s. 3d. for one leg and bar of 6 ft. if one end of bar is needled. When over 6 ft., 6d. per foot extra to be paid, and if roof has to be broken to put timber up, or miner is required to set up timber back along his road, he shall be paid shift-wages.

13. When the hours of work exceed eight, the miner or workman to be paid time and a quarter for such overtime, and time and a half for Sundays and holidays. No pieceworker to be compelled to work overtime.

14. The company to truck coal from all jigs. Any miner having to truck coal more than 66 yards from his working-face shall be paid 1d. per box for the next 33 yards or part thereof, and 2d. per box for the next 33 yards or part thereof.

15. In all places where bogies are used, 6d. per ton extra to be paid over the usual rates.

16. All slack sent out at the order of the manager to be paid for at the rate of 6d. per box, and where trucked over 66 yards to be paid for as in clause 14.

17. During periods of slackness caused by insufficient trade, the manager shall not employ any more miners until such time as the mine is working five days in the week.

18. In the event of extra work to be done when the mine is idle, all such work shall, at the discretion of the manager, be equally divided amongst the miners.

19. All truckers over eighteen years of age to be paid not less than 8s. per day, but a special wage less than the above may be arranged between the manager and a representative of the union. The word "trucker" to mean any horse-driver, jigman, or hanger-on at jigs.

20. In the event of a vacancy or vacancies occurring in the coal-workings, truckers over eighteen years of age who have been two years in a coal-mine may, with the manager's consent, ballot for such vacancy, provided always that in the event of a trucker so balloting the manager shall have the right to call on him to act as trucker at maximum trucker's wages for the term of one year should there be a scarcity of truckers. This clause not to apply when a trucker has been coal-getting for a period of two years or more.

21. Representatives of the union to be granted reasonable leave of absence to attend to the business of the union, due notice to be given in advance to the manager. Representatives of the union to be allowed to visit the scene of any accident, or any place over which a complaint has been made or a dispute exists or is likely to exist between the manager and any workman.

22. The company or management shall not, in the engagement or dismissal of any of their men, discriminate against any member of the union, nor in the conduct of their business do anything to injure the union, either directly or indirectly. No member of the union or other workman shall in any way do or say anything calculated to disturb or injure any non-unionist who may be employed by the company, nor do nor say anything with the object of making him join the union against his will or inclination.

23. The following days shall be observed as holidays: Christmas Day, Boxing Day, 1st and 2nd January, King's Birthday, Good Friday, Easter Monday, Labour Day, and Hororata Race-day. Should any of the above fall on a Sunday, the day following to be observed as a holiday.

24. Miners to get their house-coal at hewing-rates.

25. Payment of wages to be made fortnightly, and pay-tickets giving details to be supplied to each man.

26. Anything not provided for herein to be arranged between the manager and a representative of the union, and, should they fail to agree, the matter to be referred to the Chairman of the Conciliation Board for the Canterbury District, his decision to be final.

27. This agreement shall take effect from the 30th September, 1907, and shall remain in force till the 30th September, 1909, and

shall also hold good after that date until superseded by a fresh agreement or a renewal of this. Either party to this agreement to give notice of any proposed alterations to be embodied in a new agreement at least three months before the date of expiry of this present one.

JOHN DEANS.

PATRICK KYNE, President.

WILLIAM J. BARLOW, Secretary.

[Seal.]

Signed at Homebush, this 14th day of December, 1907, before—
C. W. Lawrence, student, Christchurch.