

(3906.) BRUNNER COAL-MINERS (*RE* TYNESIDE PROPRIETARY LIMITED).—AGREEMENT.

THIS industrial agreement, made this 4th day of July, 1914, in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, between the Tyneside Proprietary (Limited) (hereinafter called "the company") of the one part, and the Grey Valley Miners' Union (hereinafter called "the union") of the other part, witnesseth that it is agreed by and between the parties as follows:—

## BRUNNER COLLIERIES.

1. *Hewing-rates*.—From 4 ft. to 4 ft. 6 in. thick, 2s. 8d. per ton; from 4 ft. 6 in. to 5 ft. thick, 2s. 6d. per ton; from 5 ft. and over, 2s. 4d. per ton. Below 4 ft. shall be a deficient place.

2. Tonnage rates for all pillars shall be 2d. per ton lower than the rates in clause No. 1. When coal has to be cast over 9 ft. from rail-end 2d. per ton extra shall be paid.

3. *Fireclay*.—Tonnage rates for all fireclay shall be 2s. 6d. per ton. If miners shall not be able to make wages at these rates they shall be paid 12s. per shift.

4. *Wet Places*.—Miners working in wet places shall be paid 12s. per shift. Shifts in wet places shall be six hours from bank to bank. If the miners in wet places desire they can dispense with the half-hour allowed for crib and work five hours and a half from bank to bank. In case of any dispute as to what is a wet place the matter shall be arranged by the check inspectors and the mine-manager. Should they fail to agree the matter shall be settled by an arbiter mutually selected by each party.

*Shift-wages*.—When miners are employed getting coal, 12s. per shift.

Clauses 2 and 3: When miners shall earn more than the wages mentioned at the tonnage rates during any pay period they shall be paid at tonnage rates.

*Shift-work*.—If miners when working in coal places at tonnage rates be called upon to do any class of work other than filling or hewing coal they shall be paid at the rate of 12s. per day, and nothing shall be deducted from what the miners may make at tonnage rates to pay for the said shift-wages. When three men are put into a place, if they cannot make wages they shall be paid 12s. per shift.

5. Permanent shiftmen, 11s. per shift; casual shiftmen, 12s. per shift (this means when a workman is taken away from his own place to do shift-work); carpenters, 11s. per shift; blacksmiths, first fire 12s. 6d. per shift, second fire 11s. per shift; bankmen, 10s. 6d. per shift; wheelmen, 10s. 6d. per shift.

Truckers nineteen years and over, 10s. 6d. per shift; eighteen years to nineteen years, 10s. per shift; seventeen years to eighteen years, 8s. 6d. per shift; sixteen years to seventeen years, 7s. per shift; fifteen years to sixteen years, 5s. 6d. per shift.

6. *Trucking by Miners*.—Miners to truck their own coal 22 yards, or not past the first flatsheet; from 22 yards to 44 yards, 2d. per ton extra; for each 22 yards or fraction thereof above or over 44 yards, another 3d. per ton extra. Any place in the mine where the trucking by miners exceeds 22 yards the extra tonnage must be paid or a roll-off made for the trucker, such roll-off to be as near as possible but not more than 12 yards from the face; miners to run the face-jig up to 22 yards, over that distance to be paid the same extra rates as trucking in levels or any other place.

When taking out stumps or pillars miners to truck 6 ft. and jig the trucks. If in places where it takes two men to push the truck the trucker to help the miner.

Outside boys to start at 4s. per shift, with an increase of 6d. per day every six months. If over fifteen years when starting, regulated as per clause 5, with 6d. per day less to be paid.

Outside men, 10s. per shift.

7. *Bords*.—Bords to be 18 ft. wide, but in cases of bad roof the manager to have the right to reduce the width to 16 ft. at the same tonnage rates. When bords are broken away narrow, 4 yards at 6s. per yard shall be paid; should the bord be broken away 18 ft. wide, 2 yards at 6s. per yard shall be paid. When bords are broken away narrow the width shall be 10 ft.

8. *Yardage*.—For slits, levels, inclines, or stentons 9 ft. wide and under, 8s. per yard; over 9 ft., 6s. per yard; bords driven narrow from 12 ft. to 16 ft., 4s. per yard; taking off side coal in solid places, 3s. per yard.

Splitting pillars when 18 ft. wide will not be considered as slits, levels, inclines, or stentons, but if driven under 16 ft. wide to be paid as narrow bords. Splitting pillars 9 ft. wide and under shall be paid 6s. per yard.

9. *Timbering*.—Sets up to 6 ft. high, 2s. 6d. per set; sets from 6 ft. to 8 ft. high, 3s. 6d. per set; sets over 8 ft. high, 4s. 6d. per set. All sets more than 8 in. through, measured in the centre, to be special sets, and the price of such sets to be arranged between the manager and the workmen. All sets requiring close laths on top shall be paid 1s. extra.

Miners to keep all timber 12 ft. back from the rail-end. Timbering back along roadway to be kept by company, or paid for at the rate of 6d. per prop. Chocks, 1s. per foot. Filling in, 6d. per foot extra.

When renewing legs to sets which have to be collared any leg over 6 ft. long shall be paid at the rate of 1s. per leg; under 6 ft., 6d.

10. *Bottoms*.—Company to lift all bottoms other than coal or fireclay.

11. *Falling Stone*.—In cases where miners, on account of falling stone, cannot make wages they shall be paid 12s. per shift.

12. *Cavilling*.—All coal places shall be cavilled every twelve weeks. Check inspectors shall be allowed to examine the places before they are cavilled for. Should any place be stopped and commenced again the men cavilled to this place shall return to it, or if such places may be finished during the quarter the men working in such places shall claim the first place to start.

Slits and inclines to be cutting off. The company shall have the option of working special places. The manager shall pick whom he considers the best workmen and cavil them to these places. The men working in these places shall be guaranteed a wage not

less than 12s. per shift per day, or what they can earn at tonnage rates if above that average.

13. *Holidays*.—17th March, Good Friday, Easter Monday, King's Birthday, Labour Day.

On Saturday the mine to knock off at 1 p.m., and seven hours shall constitute a day's work. If the mine knocks off before 1 p.m. the employees shall be paid *pro rata* of eight hours' shift.

Christmas holidays from 24th December to 4th January, 1915, and from 24th December to 3rd January, 1916. If any of the above holidays fall on a Sunday it shall be arranged between the manager and the union officials as to what day be taken for said holidays.

14. *Preference*.—Preference of employment shall be given to members of the union both in taking on or discharging workmen: Provided that when members leave the employ of the company without giving reasonable notice the manager may refuse to employ such members, notwithstanding that their names may appear on the employment-book, which shall be kept at the nearest post-office to the mine, and in which the secretary shall register the names of all members out of employment.

15. *Incompetent Workers*.—If from any cause any worker is unable to earn the minimum wage provided by this award for any class of work for which he may desire employment, such worker may be employed at such less wage as may be agreed upon by the union and the manager.

16. Should any matter not provided for or any dispute arise during the term of this award it shall be referred to the company and the officials of the union with a view to settlement.

All clauses in this agreement to apply to single shift only. In the event of two or more shifts, starting-prices to be arranged between the management and the union for said two or more shifts.

17. *Term of Agreement*.—This agreement shall be for a term of two years from the 15th June, 1914.

Signed on behalf of the TYNESIDE PROPRIETARY (LIMITED)—

E. G. PILCHER, Director.

H. L. C. E. HOTHERSALL, Secretary.

Signed on behalf of the GREY VALLEY MINERS' UNION—

GEORGE R. DOXON, President.

WALTER DANDO, Secretary.

Filed 28th July, 1914.

E. W. CAVE,

Clerk of Awards.