

(4588.) GREY VALLEY COAL-MINERS.—AGREEMENT *RE* NORTH BRUNNER COLLIERIES (LIMITED).

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, between the Grey Valley Industrial Union of Workers of the one part, and the North Brunner Collieries (Limited) of the other part, witnesseth that it is agreed by and between the parties as follows:—

SCHEDULE.

1. *Tonnage Rates.*—Coal from 3 ft. to 3 ft. 6 in. thick, 4s. per ton; coal from 3 ft. 6 in. to 4 ft. thick, 3s. 6d. per ton; coal from 4 ft. to 4 ft. 6 in. thick, 2s. 10d. per ton; coal from 4 ft. to 5 ft. thick, 2s. 6d. per ton; coal 5 ft. thick and over, 2s. 4d. per ton.

Tonnage rates for all pillars shall be 2d. per ton lower than the rates in clause 1. Any place with less than 3 ft. of coal shall be a deficient place, to be worked at 12s. per shift or at a rate to be agreed upon between the mine-manager and the union officials.

2. *Dirt Clause.*—2s. 4d. to be paid for dirt, and 12 cwt. to represent a box. If dirt is utilized for filling up holes or ordered to be thrown back the area of the place from which the dirt has been taken to be measured and paid for at the above rates. The management to have the right to weigh any box of dirt, and if below standard weight such men to be paid at such average weight for one week. The company to lift all other bottoms than coal or fireclay.

3. *Wet Places.*—Miners working in wet places to 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 and a half hours from bank to bank. In the 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.

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

(Clauses 3 and 4.) When miners shall earn more than the wages mentioned at tonnage rates during any period they shall be paid at tonnage rates.

5. *Shift-work in Solid Places.*—If the miners when working in solid places at tonnage rates be called upon to do any class of work other than hewing or filling 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.

6. *Permanent Shift-men.*—11s. per shift.

7. *Casual Shift-men.*—12s. per shift (this means when a workman is taken away from his own place to do shift-work).

8. *Carpenters.*—11s. per shift.

9. *Blacksmiths.*—First fire, 12s. 6d. per shift; second fire, 11s. per shift.

10. *Bankmen and Wheelmen.*—10s. 6d. per shift.

11. *Truckers.*—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.

12. *Trucking by Miners.*—Miners to truck their own coal 22 yards, or not past the first permanent flatsheet. From 22 yards to 44 yards, 2d. per ton extra; for each 22 yards or fraction thereof above or over 44 yards, 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 no 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 stumps of 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.

13. *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 11, with 6d. per day less to be paid.

14. *Outside Men.*—10s. per shift.

15. *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. a yard shall be paid. Should the bords be broken away 18 ft. wide, 2 yards at 6s. a yard shall be paid. When bords are broken away narrow the width shall be 10 ft.

16. *Yardage.*—For slits, levels, inclines, or stentons: 9 ft. wide and under—8s. per yard single shift, 9s. per yard double shift, 10s. per yard three shifts; over 9 ft. wide—6s. per yard single shift, 7s. per yard double shift, 8s. per yard three shifts. Bords driven narrow (from 12 ft. to 16 ft.)—4s. per yard single shift, 5s. per yard double shift, 6s. per yard three shifts. 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.

17. *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 more than 18 in. through, measured in the centre, to be special sets, and the price of such sets to be arranged between the manager and the workman. All sets requiring close laths on the top shall be paid 1s. extra.

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

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

19. *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 man cavilled to this place shall return to it, or if such places may be finished during the quarter the men working such places shall claim the first place to start.

Men cavilled in levels shall claim the first incline won out of the level, and men working in inclines shall claim the first bord won out of the incline.

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 of not less than 12s. per shift, or what they can earn at tonnage rates if above that average.

20. *Holidays*.—Every Saturday afternoon, the 17th March, Good Friday, Easter Monday, the King's Birthday, and Labour Day. On Saturday to knock off at 2 p.m., and seven hours shall constitute a day's work. If the mine knocks off before 2 p.m. the employees shall be paid *pro rata* of eight-hours shift. Christmas holidays from the 24th December at 4 p.m. to the 4th January at 8 p.m. If any of the above holidays fall on Sunday it shall be arranged between the manager and the union officials as to what day be taken for the said holidays.

21. *Preference*.—Preference of employment shall be given to members of the union both in taking on and discharging workmen: Provided that when members leave the employ of the company without giving reasonable notice the manager may refuse to re-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.

22. *Young Men going on Coal*.—Truckers and shift-men employed by the North Brunner Collieries (Limited) shall have preference when men are required on the coal in turn according to term of employment. Not less than two truckers to be put on the coal each quarter, providing there are vacancies for the same; such men to go trucking for the first three months when called upon at a wage of 12s. per shift.

23. *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 shall be employed at such wage as may be agreed upon by the union and the manager.

24. *Matters not provided for*.—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.

25. *Term of Agreement*.—This agreement to terminate on the 31st October, 1917.

26. *War Bonus*.—The employers shall, in addition to the foregoing fixed rates, pay a bonus of 10 per cent. to all workers upon their gross earnings. At the end of a period of six months from the date of this agreement either party may make an application to the other party to again meet and review this clause if necessary.

The common seal of the Grey Valley Industrial Union of Workers is hereunto attached by the authority of and in the presence of—

[SEAL.]

J. ARBUCKLE, Secretary, Coal-miners' Federation.

T. MORGAN, President.

F. GLEN, Secretary.

Witness—George T. Stokes.

Dated at Brunnerton, this 31st day of January, 1917.

The common seal of the North Brunner Collieries (Limited) is hereunto attached by the authority of and in the presence of—

[SEAL.]

H. A. GOLD,
ARTHUR P. HARPER, } Directors.

Witness—Raymond Hornabrook, Secretary.

Dated at Wellington, this 31st day of January, 1917.

NOTE.—Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.