

(8121.) GREEN ISLAND COAL - MINES. — INDUSTRIAL AGREEMENT
WITH JUBILEE COAL COMPANY.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 12th day of March, 1925, between the Jubilee Coal Company (Limited), 6 Vogel Street, Dunedin (hereinafter referred to as "the company") of the one part, and the Green Island Coal-miners' Industrial Union of Workers, Fairfield, Dunedin (hereinafter referred to as "the union") of the other part, whereby it is mutually agreed by and between the said parties hereto as follows, that is to say:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

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SCHEDULE.

Hours of Work.

1. (a.) The hours of work shall be, for underground workers, eight hours bank to bank; and for surface workers, eight hours exclusive of meal-time.

(b.) Every alternate Saturday shall be an idle day excepting at the Green Island mines, which shall work four hours every Saturday.

(c.) All the work done on pay Saturday, or on Saturday afternoons, shall be paid for at ordinary rate only: Provided that at any mine working two shifts the management shall have the right to cause the back shift to be idle every Saturday, and the day shift to be worked on pay Saturday.

(d.) Any arrangement at present in force at any mine regarding travelling-time underground shall be continued for the period of this award. Knock-off time shall be called by the deputy or other authorized official in each section of the mine. Any worker disregarding the provisions of this clause shall be liable to instant dismissal. In cases of necessity, permission to leave the mine during working-hours shall be obtained from the deputy, underviewer, or manager.

(e.) Provided that the parties to this award may make a mutual arrangement for a shorter working-day on Saturday.

Cavilling.

2. (a.) All places shall be cavilled for every three months: Provided that the company shall have the right to work coal by day labour when necessary for development purposes, or in any mine not regularly producing coal. Places shall be classified by the manager as "ordinary" and "special" places, and must be distinctly marked as such before the cavel is drawn. Two scrutineers appointed by the union shall see that the places are marked.

(b.) The management shall have the absolute right to object to any men whose names are included in the general cavel being drawn for special places.

(c.) If more than one man is out of a place during the period of a cavel, existing vacant places shall be balloted for. When a man has finished his place he shall enter his name in a ballot-book kept at the mine-office, and he shall have the first chance of any place becoming vacant.

(d.) Dips shall not be included in the cavit, but may be worked on shift-wages or on contract at the discretion of the manager, provided that no contract for a dip heading shall be let at less than heading rates.

(e.) The mine-manager shall have the right to withdraw a man from any place and replace him by another man during the period of a cavit, if it is necessary to do so for considerations of safety or for the proper working of the place.

(f.) In the event of any working-place being left in bad order at the end of the cavit, the miners cavilled to such place shall report the same to the mine-manager or underviewer, who shall, together with the workmen's inspectors, examine the place so complained of. If the complaint be well founded they shall value the work required to be done to put the place in reasonably good working-order, and a sum thus decided upon shall be deducted from the earnings of the men responsible for leaving the place in bad condition, and paid over to the men cavilled to the place.

(g.) In the event of parties being split up at the quarterly cavit they shall cease to be mates for the rest of that quarter. Should a place be stopped for any cause whatsoever, and restarted during the cavit, the men who balloted that place at the cavit shall return to work it.

Provisions for Truckers going on Coal.

3. In the event of additional men being required on the coal, truckers over the age of twenty-one years who have worked not less than three years in a coal-mine and not less than two years in the company's employ may, with the consent of the manager, be included in the cavit.

Back Shift.

4. Twopence per ton in addition to the ordinary hewing-rates shall be paid to men working on the back shift in two-shift places—*i.e.* where the day shift is followed by an afternoon shift, and the men work in the same face. The same extra rate of 2d. per ton shall also be paid to miners working on the back shift, although their places are not double-shifted. Men who earn yardage in double-shift places shall be paid 1s. 6d. per yard more than they would be paid for similar work in single-shift places.

Dog Watch.

5. Not more than six pairs of miners shall be employed on the third shift, and then only for development-work, except in cases of emergency, when the management shall have the undisputed right to work the number of places required to cope with such cases of emergency. A "case of emergency" shall mean any circumstances or conditions which may impede or interfere with the workings of any section of the mine. Threepence per ton above the ordinary hewing-rate shall be paid to miners working on the third shift. Sixpence per shift more than the daily rate shall be paid to the men working for

wages in the back shift, and 9d. per shift more than the daily rate to men working for wages on the night shift.

Regulation of Turn.

6. The turn of skips throughout the mine shall be as evenly distributed as possible.

Timbering by Miners.

7. Miners shall securely timber their working-places; and shall maintain all timber for a length of 12 ft. back from the face. Miners shall set props without payment. Sets shall be paid for at the following rates: Up to 8 ft. wide, 3s. 5½d.; and for every additional foot, 5½d. extra. Props over 12 ft. long shall be paid for at the rate of 1s. each.

Laying Roads.

8. All rails shall be laid by the company. Short rails to be provided by the company for each place.

Wet Places.

9. Men in wet places shall work six hours bank to bank, and each piece-rate worker shall be paid for two hours extra at the rate of 2s. 3d. per hour.

A "wet place" shall mean a place in which a workman has to stand in more than 3 in. of water, or where, within three hours of starting work, his clothes are wet by water dripping from the roof. Men in such places shall report to an official before leaving the mine. Should any difference of opinion arise as to the application of this clause to a particular place, the question shall be settled by the manager and the workmen's inspectors, and should these parties fail to agree they shall appoint an umpire, whose decision shall be final.

Absence from Work.

10. Any employee absenting himself from work without having first obtained permission from the manager shall be deemed to have left his employment without notice. This clause shall not apply in case of sickness or accident.

Holidays.

11. The following shall be Christmas holidays: From the 24th December to the 2nd January, both days inclusive. Other holidays shall be Sovereign's Birthday, Labour Day, Good Friday to Easter Monday, both inclusive. Should any of these days fall on a Sunday, the following day shall be observed as a holiday. Men employed at any work regularly done on Sunday shall be paid at the rate of time and a half, and in other cases double time. Men employed on the 25th and 26th days of December, or on the 1st or 2nd days of January, shall be paid double time, but men employed from the 27th to the

31st December, both inclusive, shall be paid only ordinary hewing or daily-wage rates. All work done on other holidays specified in this agreement shall be paid for at the rate of double time.

Overtime.

12. Overtime shall be paid for at the rate of time and a half for the first three hours, and double time thereafter.

Disputes Committees.

13. (a.) Any dispute concerning any matter not specifically dealt with in this agreement which cannot be settled by the executive of the union and the management of the mine shall be immediately referred to the District Disputes Committee.

(b.) The District Disputes Committee shall consist of one representative appointed by each side, and the local Magistrate or other person agreed upon by the representatives (or in default of such agreement appointed by the Court) as chairman, and shall deal with any matter which has not been settled by the means provided in clause (a) hereof. A majority decision of the District Disputes Committee shall be final and binding on all parties.

(c.) Work shall continue in all respects, pending the decision of the dispute, as before the dispute arose.

Fatal Accidents.

14. In the event of any fatal accident occurring in or about the mine it shall be lawful for the workers to cease work for the remainder of the day on which the said accident occurs: Provided it shall be lawful for the company's workers, excepting pumpmen, fan-attendants, or men required to maintain the safety of the mine, to cease work for one whole day for the purpose of attending the funeral of the deceased worker, but not further or otherwise.

Injured Workers.

15. In the case of any accident occurring in the mine and the injured man having to be carried out, the deputies shall select the men required as stretcher-bearers, and such men shall be paid for the time lost.

Tool-sharpening.

16. All workmen's tools shall be sharpened by the company free of charge.

Supply of Explosives.

17. Explosives shall be supplied to miners at cost prices.

Shiftmen's Tools.

18. The company shall provide free all tools for shiftmen, and each man shall be responsible for tools supplied to him.

Miners required by the management to do shift-work and to use their own tools shall be paid an allowance of 6d. per day for the use of their tools.

Preference.

19. If and so long as the rules of the union shall permit any person of good character and sober habits who is or has been working at any of the work coming within the scope of this agreement to become a member of the union upon payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so continue upon payment of subsequent contributions, whether payable weekly or not, not exceeding 9d. per week, the company shall employ members of the union in preference to non-members, provided there are members of the union available equally competent with non-members to perform the particular work required to be done, and ready and willing to undertake it. This clause shall not apply to officials of the company, including underviewers, deputies, pumpmen, engine-drivers, firemen, fan-attendants, banksmen, and railway hands, and fitters.

Under-rate Workers.

20. If any worker is unable from any cause to earn the minimum wage provided by this agreement for any class of work in which he is seeking employment, such worker may be employed at such lesser wage as may be agreed upon in writing by the president of the union and the manager of the mine. The term "worker" in this clause shall mean either a man or a youth, as may be applicable.

Rights of Workers.

21. A representative of the union shall be granted leave of absence to attend to the business of delegates' meetings on due notice being given to the manager. Miners' representatives shall be permitted to visit the scene of any serious accident with the manager or his deputy officer, and shall be notified of any serious accident as soon thereafter as practicable. The names of union representatives shall be lodged with the manager.

Notice of Dismissal or Retirement.

22. When the services of any worker are to be dispensed with for any reason other than some fault of his own he shall be entitled to a fortnight's notice before dismissal, and any worker desiring to leave his employment shall be required to give a fortnight's notice of his intention to do so: Provided that this shall not apply in cases where through any unforeseen circumstances the management is unable to provide work for all or any of its employees. In the event of any workman committing a breach of the Coal-mines Act or of any of the General or Special Rules or the regulations thereunder, or refusing or neglecting to carry out the instructions of the management, or if any

workman misconducts himself or either openly or secretly incites, instigates, assists, or endeavours to influence other workers to disregard the provisions of any clause of this agreement or the operation of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, such workman shall be liable to instant dismissal.

Right to contract.

23. The management shall have the undisputed right to let contracts for any development-work or other work, either underground or on the surface.

Payment of Wages.

24. Wages shall be paid fortnightly at the mine, on a day to be agreed upon between the management and the union.

Minimum Wage.

25. A miner working on tonnage rates who shall be unable, through no fault of his own, to earn an average of 17s. 6d. per shift for any fortnight shall be paid such an amount as may be necessary to bring up his earnings to that average for the period.

Grunching.

26. The practice of blasting coal out of the solid without preliminary holing or cutting shall not be permitted, and shot-firers shall not fire any charge until a proper amount of holing and cutting has been done.

"Go-slow."

27. The adoption of a "go-slow" policy in any mine shall be a breach of this agreement, and workers participating in such policy shall be liable to dismissal without notice in addition to any other penalties to which they may be liable.

Working by Machines.

28. The management shall have the right to introduce machines to work the whole or any part of the mine on giving fourteen days' notice of its intention to do so to every miner employed in those places in which machines are to be used. If at any time the management introduces machines, the men then employed hewing coal shall have preference of employment if after a fair trial they are found to be competent to work the machines.

29. Day-wages Men.

(A.) UNDERGROUND WORKERS.

(1.) Truckers, rope-road attendants, horse-drivers, pit-bottomers, and winchmen—

		Per Shift.	
		s.	d.
From fourteen to fifteen years of age	6	3
From fifteen to sixteen years of age	7	11

	Per Shift.
	s. d.
From sixteen to seventeen years of age	9 5
From seventeen to eighteen years of age	11 0
From eighteen to nineteen years of age	12 8
From nineteen to twenty years of age	14 2
Over twenty years of age	16 7

Provided that men, or boys over seventeen years of age, who have had no previous experience underground, if engaged as truckers shall be paid 2s. per shift less than the foregoing rate for the first three months.

(2.) Shiftmen: First class, 17s. 9d.; second class, 16s. 9d.

“First-class shiftman” shall mean one who is capable of doing timbering or any other responsible work to the satisfaction of the manager.

(3.) Miners taken from the face for any other work, 17s. 9d.

(B.) SURFACE WORKERS.

	Per Shift.
	s. d.
(1.) General—	
From fourteen to fifteen years of age	4 11
From fifteen to sixteen years of age	6 5
From sixteen to seventeen years of age	7 11
From seventeen to eighteen years of age	9 4
From eighteen to nineteen years of age	10 10
From nineteen to twenty years of age	12 3
Over twenty years of age	15 3
(2.) Blacksmiths—	
First class	18 11
Second class	17 9
Tool-sharpeners	16 9
(3.) Carpenters—	
First class	18 2
Second class	15 9
Fitters—	
First class	20 6
Second class	18 11

30. Piece Rates.

Boxes.—Boxes shall be of the size now in use in each mine, and shall be filled with coal up to the level of the sides, and in the centre, if small coal, to a height of 6 in. above the level of the box, and if large coal to a height of 9 in.

Piecework rates shall be as under: Large coal (hand-filled), 1s. 6½d. per box; small coal (1½ in. fork) 11d. per box; dross, 5d. per box.

If the quantity of large coal shall be less than three boxes per man per day, the rates for small coal shall be increased—from 11d. to 1s. 0½d. per box.

When it is required by the management that all coal shall be fork-filled the rate shall be 1s. 2½d. per box.

Bords.—The width of bords in the separate mines shall be as established hitherto by custom. For narrow places the following yardage rates shall be paid in addition to rates per box: Bords not exceeding 9 ft. in width, 2s. 9¼d. per yard. Headings, 6 ft. to 7 ft. wide, 4s. 6d. per yard; crosscut headings, 5½d. extra. Levels not exceeding 7 ft. wide, 3s. 5d. per yard. Stentons not exceeding 7 ft. wide driven through from bord to bord, a distance of not more than 8 yards, 2s. 9¼d. per yard. Should the distance be more or the stenton not find a full opening, heading rates shall be paid. Cross-cut stentons, 5½d. extra.

Pillars.—When brought back bodily with two open ends the price shall be 1d. per box less than solid rates; when worked in strips not less than 5 ft. wide the price shall be ½d. per box less than solid rates.

Trucking.

31. The miner shall fill all coal and truck the same for a distance of not more than 4 chains from the face; for trucking beyond that distance he shall be paid 1d. per box for every chain or part of a chain.

Scope of Agreement.

32. This agreement shall be limited in its operation to the parties mentioned herein, and shall not extend to other employers unless and until ordered by the Court.

Term of Agreement.

33. This agreement shall come into force on the day of the date hereof, and shall continue in force until the 30th day of April, 1926.

In witness whereof the parties have hereunto set their hands the day and year first above written.

Signed and sealed by the Jubilee Coal Company (Limited) in the presence of—

[L.S.]

A. P. BREMNER, }
W. R. BRUGH, } Directors.

Signed and sealed by the Green Island Coal-miners Industrial Union of Workers in the presence of—

[L.S.]

GEORGE HENRY JOHNSON, President.
WILLIAM ALLAN, Secretary.

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.