

(10860.) LIVERPOOL STATE COAL-MINE EMPLOYEES.—AGREEMENT.

THIS agreement made this 29th day of May, 1935, between the Point Elizabeth and Liverpool State Collieries Employees Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Hon. the Minister of Mines (hereinafter called "the employer"), of the other part, whereby it is mutually agreed by and between the 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.

WORKING-CONDITIONS FOR THE LIVERPOOL STATE COLLIERY, MAY, 1935.

1. *Tonnage Rates.*

When miners are engaged in mining coal by hand labour they shall be paid the following rates per ton, it being understood that all coal shall be filled free from stone and other impurities :—

(a) Hewing coal in solid workings :—

Thickness of Seam.	Rate per Ton.	
	s.	d.
3 ft. to 3 ft. 6 in.	4	11 $\frac{3}{4}$
Over 3 ft. 6 in. to 4 ft.	4	4 $\frac{1}{2}$
Over 4 ft. to 4 ft. 6 in.	3	6 $\frac{1}{2}$
Over 4 ft. 6 in. to 5 ft.	3	1 $\frac{1}{2}$
Over 5 ft.	2	11

Places in which the coal is less than 3 ft. thick shall be classed as deficient places.

(b) Hewing coal in pillar workings :—

Thickness of Seam.	Rate per Ton.	
	s.	d.
3 ft. to 3 ft. 6 in.	4	4 $\frac{1}{2}$
Over 3 ft. 6 in. to 4 ft.	3	9
Over 4 ft. to 5 ft. 6 in.	2	11
Over 5 ft. 6 in. to 6 ft. 6 in.	2	8 $\frac{1}{2}$
Over 6 ft. 6 in. to 9 ft.	2	6
Over 9 ft.	2	4 $\frac{3}{4}$

(c) For hewing coal in the solid workings in the No. 2 Mine the tonnage rates as provided in subclause (a) hereof shall be increased by 3d. per ton.

Places in which the coal is less than 3 ft. thick shall be classed as deficient places.

(d) All coal must be side cut or holed in accordance with the provisions of the Coal-mines Act and Regulations. The holing shall be done in the dirt band under the seam, or in a soft band in the seam, or in exceptional circumstances in the coal itself, whichever the manager deems advisable. Holing dirt to be thrown back before blasting so that the coal may be filled clean. If the holing dirt exceeds 3 in. in thickness the miners shall be paid $\frac{1}{2}$ d. per ton per inch for each inch over 3 in. and up to 12 in., and $\frac{1}{4}$ d. per ton per inch over 12 in., such payment being compensation for throwing back and stowing the holing dirt and keeping the coal clean. If required to fill the holing dirt into trucks the miners shall be paid 11 $\frac{1}{4}$ d. per truck filled level full, and when required to cut one side of the working-place in addition to holing the miner shall be paid 2 $\frac{1}{2}$ d. per ton extra tonnage rates, and for tipping the coal into chutes in steep workings 1 $\frac{1}{4}$ d. per ton extra tonnage shall be paid.

2. Yardage Rates.

For narrow work in solid workings the following yardage rates shall be paid: Places less than 12 ft. wide, 7s. 6d. per yard; places from 12 ft. to 16 ft., 3s. 9d. per yard.

In dry dip headings where the grade is 1 in 8 or steeper the foregoing yardage rates shall be increased by 20 per cent.

In wet dip headings in which the grade is 1 in 8 or steeper double the standard yardage rates shall be paid.

3. Breaking away Bords.

Where bords or first split through a pillar are broken away narrow, narrow work rates shall be paid for the first 4 yards; 3 yards shall be driven narrow before commencing to widen out. Bords shall be 18 ft. wide, but the management shall have the right to reduce the width to not less than 16 ft. in cases where the roof is bad.

4. Splits through Pillars.

For the first split through a pillar solid tonnage and yardage rates according to width shall be paid. For all other pillar work, pillar tonnage rates only shall be paid.

Where the manager requires it to be done, coal shall be left on the goaf side up to 6 ft. thick to keep back fallen stone, but such a place shall not be deemed to be a split.

5. *Double Shift and Back Shift Places.*

(a) If the manager requires at any time other than the general cavit to double shift any place, he may give the men in that place two clear working days' notice to choose their own mates, and if they fail to do so within two days after receiving such notice, the manager shall have the right to make his own selection: Provided that in pillar workings the management shall have the right to double shift any place at any time and to select the additional men required for this purpose.

A "double shift" shall mean when one pair of men succeeds another pair in the same working-face. If any member of a double shift party absents himself from work without providing a substitute approved of by the manager, the management shall have the right to appoint a substitute during his absence.

(b) Twopence per ton in addition to the ordinary hewing-rate shall be paid to men employed in double shift places and also to men having to work on the back shift in single shift places.

6. *Night Shift (Dog Watch).*

(a) 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 emergency. A case of emergency shall be any circumstances or conditions which may impede or interfere with the working operations of the mine or any section of the mine.

(b) Threepence per ton in addition to the rates prescribed in clause 1 (a) shall be paid to miners working in three shift places and for working on night shift in single shift places, and 6d. a day shall be paid to wages men employed on back shift or night shift. Men continuously employed on night shift to be paid 1s. per shift extra instead of 6d. "Continuous employment" shall mean employment for a period longer than one fortnight.

7. *Coal left on Goaf Side of Lift.*

If the miners are ordered to keep a rib of coal on the goaf side of their lift for the sole purpose of keeping back goaf stone, pillar tonnage rates shall be paid. On no account shall yardage rates be paid in these cases. When the management deems it safe to widen the place out again the miner shall do so.

8. *Bottom Coal.*

(a) For taking up bottom coal in bords the full width the following rates shall be paid:—

	Per Ton.	
	s.	d.
For any thickness over 3 ft. 6 in. ..	2	6
3 ft. 6 in. to 2 ft. 6 in. ..	2	11
Below 2 ft. 6 in. shall be a deficient place.		

(b) In narrow places the following yardage rates shall be paid :—

	Per Yard.	
	s.	d.
From 9 ft. to 12 ft.	1	3
From 6 ft. to 9 ft.	2	6

(c) When miners have to remove the original timber and set new timber in taking up bottoms they shall be paid 1s. 3d. per prop for props over 12 ft. long.

9. *Top Coal.*

For taking down top coal the rates shall be—

	Per Ton.	
	s.	d.
For any thickness over 3 ft. 6 in.	2	4 $\frac{3}{4}$
From 3 ft. 6 in. to 2 ft. 6 in.	2	11

Below 2 ft. 6 in. shall be a deficient place.

This clause shall not apply to brushing roads.

10. *Loose and Fallen Coal.*

For filling coal and trimming in loose or fallen coal places the rate shall be 2s. 4 $\frac{3}{4}$ d. per ton.

11. *Side Coal.*

For taking off side coal for any purpose miners shall be paid solid tonnage rates plus 3s. per yard for any width up to 6 ft. : Provided that where the necessity for taking off coal has arisen from neglect of the men to drive a place properly according to instructions no yardage shall be paid. This clause shall not apply to bringing back side coal in bords or pillars.

12. *Trucking by Miners.*

(a) All trucking shall be done by the Department except as herein provided. The tip-up or points shall be as close to the face as possible, and in no case farther away than 30 ft. The miners shall truck both ways from the tip-up or points and shall place the empties on the rails. In cases where the truck is too heavy to be handled at the tip-up by one man the miner shall assist the trucker to tip-up and the trucker shall assist the miner to replace the truck on the rails.

(b) Miners shall run the face jig and shall be paid for so doing at the following rates :—

	Per Ton.	
	s.	d.
Up to 44 yards	0	1 $\frac{1}{4}$
From 44 yards to 66 yards	0	2 $\frac{3}{4}$
From 66 yards to 88 yards	0	4
From 88 yards to 110 yards	0	5 $\frac{1}{2}$
Over 110 yards	0	6 $\frac{3}{4}$

(c) In isolated and inconvenient places—that is, where not more than one pair of men are trucking to the same flat-sheet—miners shall do their own trucking and run the jig below. For trucking they shall be paid the following rates: Up to 32 yards, 2 hours per shift; from 32 yards to 44 yards, 3 hours per shift; and thereafter one hour per shift per chain or portion of a chain, and for running the jig below $1\frac{1}{2}$ d. per ton per chain or portion of a chain. When only one hewer is employed at the working-face only half the foregoing hourly allowances shall be paid. This clause shall be applicable where necessary to the top pair of men in a bank or heading.

13. *Laying Rails.*

All rails shall be laid by the Department. Short rails shall be provided by the Department for each place. Sleepers shall not be more than 3 ft. apart. It shall be permissible for miners to lay the short face set if they desire to do so.

14. *Stone Scale.*

In any place where the height of the coal is not more than 5 ft. and stone exists in the coal or on top of the coal which cannot be kept up and which has to be picked out of the loose coal, an allowance on account of stone shall be paid as under:—

	Per Ton per Inch.	
	s.	d.
For stone up to but not more than 3 in. thick . .	0	$1\frac{1}{4}$
For every additional inch in thickness above 3 in.	0	$0\frac{3}{4}$

In places where the height of the coal exceeds 5 ft. but does not exceed 10 ft. the allowance shall be, for stone up to 2 ft. thick, $\frac{1}{2}$ d. per ton per inch. All places in which the stone in or on top of the coal is 2 ft. thick or over and cannot be kept up shall be deemed to be deficient places. Payment on account of stone is made as a remuneration for picking it out of the coal. Places shall be measured 1 ft. from each rib and in the centre, and the thickness of stone shall be deducted from the measurement of the coal. Any difficulty which may arise out of this clause shall be settled between the management and the workmen's inspectors. Where a coal roof is made to keep up stone on coal over 6 ft. and up to 8 ft. in height, the miner shall be paid 2d. per ton in lieu of the stone scale. For brass and other impurities to be picked from the coal and stacked in the working-place or filled away, as may be required by the management, the miner shall be paid at the rate of 1s. $10\frac{1}{2}$ d. per truck in places under 5 ft. high, and 1s. $6\frac{3}{4}$ d. per truck in coal 5 ft. and over, each truck to contain not less than 12 cwt. Such material as referred to in this clause, when left in working-places, shall be so stacked as to allow of the quantity being ascertained by measurement. The management shall ascertain the quantity of any such material as provided for in this clause at least twice weekly.

15. *Timbering.*

Miners shall securely timber their working-places, and shall maintain all timber for a distance of 12 ft. back from the face except in cases in which the timber is broken by pressure of the roof or sides, in which case renewals of timber shall be paid for. Timbering shall be paid for at the following rates :—

Props up to 6 ft. long shall be paid for at the rate of $\frac{1}{4}$ d. per foot.

Props exceeding 6 ft. but not exceeding 12 ft. long, $\frac{1}{2}$ d. per foot.

Props over 12 ft., 1s., each.

Stringers, 1s. 6d.

Ordinary sets up to 8 in. diameter and up to 8 ft. wide, 2s. 3d.

Ordinary sets over 8 in. diameter and up to 8 ft. wide, 3s., with an addition of 3d. per foot for each foot in width over 8 ft.

Carrying sets, 6d. more than the foregoing rates.

Joggled sets up to 8 in. diameter, 3s. 9d. each.

Joggled sets over 8 in. and up to 12 in. in diameter, 5s. 3d.

Joggled sets over 12 in. in diameter to be paid for at shift rates or by special arrangement.

Sets close lathed skin to skin, 1s. 2d. extra.

Blinded sets, 1s. extra for each leg blinded.

For renewing timber in roadways props shall be paid for at the following rates :—

			s.	d.
Up to 12 ft. long	..	..	0	5
Over 12 ft. long	..	..	1	0
Jig props	..	..	1	8
Jig bars	..	..	3	6

When miners are required to build chocks with 5 ft. lengths of timber they shall be paid 1s. 3d. per foot of height when filled solid inside, and 11 $\frac{1}{2}$ d. per foot unfilled.

16. *Wet Places.*

(a) Men in wet places as hereinafter defined shall work six hours bank to bank, and each piece rate worker shall be paid for two hours at 2s. 1 $\frac{1}{2}$ d. per hour. A "wet place" shall mean a place in which a workman cannot avoid his clothing becoming saturated with water within three hours of his commencing work, or where he has to work in more than 3 in. of water on the floor: Provided that in places where two or more men are employed any man who can work dry shall not be entitled to any extra payment: Provided, further, no workman shall be entitled to extra payment under this clause who does not report the wet condition of his place to the official in charge of the district within three hours of commencing work. Truckers in wet places shall work full time, and shall be paid 1 $\frac{1}{2}$ hours extra at the daily wage rate. Contract truckers shall be paid the same allowance as wage truckers if they work full time.

(b) Water shall, as far as possible, be removed from the working-places by the Department, and if the water is not out by the time the miners start work they shall remove it and be paid for so doing at shift rates.

(c) Where in any mine men can be protected from water in wet places by any means mutually approved by the management and the workmen's inspectors, then such means of protection shall be adopted.

17. *Regulation of Boxes.*

The turn of boxes through the mine shall be as evenly distributed as possible.

18. *Supply of Explosives.*

All tools, lights, and explosives shall be supplied to the miners by the management at current cost prices.

19. *Minimum Wage for Miners.*

A miner working on tonnage rates who shall be unable through no fault of his own to earn an average of 16s. 2d. per shift for any fortnightly period shall be paid an amount sufficient to make up his earnings to an average of 16s. 2d. per shift for the number of shifts worked by him during such period. This clause shall not apply to the first week of the cavil period, except in places which immediately prior to the cavil had been minimum wage places.

20. *Check Weigh Fund.*

The manager shall deduct contributions to the Check Weigh Fund from the wages of each miner if authorized to do so under the provisions of the Wages Protection and Contractors' Liens Act, 1908. Miners in the State Coal-mines employ who have been legally elected by ballot as check weighmen, and who, having served a term or terms, are legally deprived of the position of check weighmen shall be eligible for any vacancy or vacancies which may occur in the mine and which they are competent to fill.

21. *Unclaimed Boxes.*

The number of unclaimed boxes which shall be placed to the credit of the Check Weigh Fund by the Department shall bear the same proportion to the total number of unclaimed boxes that the contract workers coal bears to the total output of the mine.

22. *Truckers going on Coal.*

Shiftmen or truckers who are twenty years of age or over and have been in the employ of the mine for a period of two years shall have the right to ballot for any vacancy occurring on the coal: Provided that this right shall not be exercised by more than two truckers in

any one quarter in any mine in which more than twenty-five pairs of miners are employed, or one trucker in any mine in any one quarter in which a less number of miners are employed: Provided, also, that any trucker or shiftman drawing a place on the coal shall have an experienced miner working with him for twelve months. After the truckers above mentioned have been on the coal in any one quarter, experienced miners in the employ of the State shall have preference over new applicants to work on the coal. Notwithstanding anything in this clause, the manager shall have the right at any time to engage specially experienced adult miners for special places in the mine.

23. *Cavilling.*

(a) All places which the manager desires to be worked by hand labour at tonnage rates shall be cavilled for every three months.

(b) All places to be cavilled for shall be classified by the manager as ordinary or special places, and shall be distinctly marked before the cavil is drawn.

(c) Two scrutineers appointed by the union shall see that all places are marked.

(d) The manager shall have the absolute right to object to the names of any men included in the general cavil being drawn for special places if he considers it necessary.

(e) Any place not having fourteen days' work in it at the time of the cavil shall have another place cavilled with it.

(f) When any place has to be stopped during the currency of the cavil the men working therein shall, if practicable, be given two clear working days' notice to clear up the place before removal.

(g) If more than one set of men are out of a place during a cavil they shall ballot for the existing vacant places.

(h) If a pair of miners are absent from work through sickness or other cause the management shall have the right to put the next men in turn in their place if it is necessary to keep the place working for the proper working of the mine.

(i) Any miner put to work in another man's place shall run the token of the man who balloted the place and divide the earnings in proportion to the time worked.

(j) If any working-place is left in bad condition at the end of the cavil the miners cavilled to such place shall report to the manager or underviewer, and they, together with the workmen's inspector, shall examine the place and value the work required to be done to put the place in reasonable working-order. "Working-order" shall mean as ordinarily worked during the previous quarter. The sum decided upon as the value of such work shall be deducted from the earnings of the men who left the place in bad condition, and paid to the men cavilled to the place.

(k) Miners on the coal shall work not less than six hours bank to bank on the last day of the cavil, except that in double shift places

miners on the front shift shall work full time and miners on the back shift shall work five hours. Truckers and shiftmen shall work full time if required by the management.

24. *Right of the Management to use Machines.*

The manager shall have the right to work any part of or the whole of the mine by machines on giving fourteen days' notice to each individual miner employed in those places where machines are to be used.

25. *Right of Management to Contract.*

The manager shall have the right to make contracts for trucking, tipping, or any other class of work.

26. *Stone Dusting.*

Men engaged in stone dusting shall work seven hours bank to bank. While actually employed on stone dusting men shall be paid 18s. per shift of seven hours to be worked day shift, back shift, or night shift as the management may require.

27. *Mis-shots.*

In every case of a mis-shot the miners shall be paid a fixed sum of 4s. 6d. as compensation for disabilities arising from the mis-shot.

28. *Rates of Wages.*

The minimum daily rate of wages shall be :—

A. <i>For Underground Workers :—</i>		Per Day.	
		s.	d.
(1) Truckers and horse-drivers—			
Over nineteen years of age .. .. .	.. .. .	15	4
Eighteen to nineteen years of age .. .. .	.. .. .	13	1
Seventeen to eighteen years of age .. .. .	.. .. .	11	8
Sixteen to seventeen years of age .. .. .	.. .. .	9	11
Under sixteen years of age .. .. .	.. .. .	8	6
(2) Shiftmen—			
(a) First-class shiftmen .. .. .	.. .. .	16	2
(b) Second-class shiftmen .. .. .	.. .. .	15	4
A first-class shiftman shall mean one who is capable of doing timbering or other responsible work to the satisfaction of the manager.			
(c) Men in charge of coal-cutting machines .. .. .	.. .. .	18	0
(d) Banksmen and onsetters .. .. .	.. .. .	15	7
(3) Rope-road workers—			
Under fifteen years of age .. .. .	.. .. .	5	4
Fifteen to sixteen years of age .. .. .	.. .. .	7	2
Sixteen to seventeen years of age .. .. .	.. .. .	8	6
Seventeen to eighteen years of age .. .. .	.. .. .	10	2
Eighteen to nineteen years of age .. .. .	.. .. .	11	8
Over nineteen years of age .. .. .	.. .. .	14	6

(4) Colliers hewing coal on day wages, 17s. per day.

Colliers taken from the face for any other work, 17s. per day for the first three days and first-class shiftmen's wages thereafter.

B. *For Surface Workers* :—

(1) Screen workers—

	Per Day.	
	s.	d.
Under fifteen years of age	4	11
Fifteen to sixteen years of age	5	8
Sixteen to seventeen years of age	7	2
Seventeen to eighteen years of age	8	6
Eighteen to nineteen years of age	10	4
Over nineteen years of age	13	6

(2) Rope-road workers and other outside workers not elsewhere specified—

Under fifteen years of age	4	11
Fifteen to sixteen years of age	6	8
Sixteen to seventeen years of age	8	0
Seventeen to eighteen years of age	9	8
Eighteen to nineteen years of age	11	3
Over nineteen years of age	14	0
Assistant rope-splicer	15	4
Lamp-trimmers	14	2

(3) (a) First-class carpenters 17 7
 Second-class carpenters 16 7
 Horse-shoers and tool-sharpeners 17 7
 Blacksmiths, second and third fires 17 7
 Tub-repairers 16 2

(b) Boys starting at workshops with object of learning the trade of carpenter or blacksmith shall be paid 4s. 5d. per day for the first year, and be raised 1s. 3d. per day each succeeding year for the next three years, and the final year to be raised 2s. 7d. per day.

29. (A) *Shiftmen's Tools.*

The manager shall provide all tools for shiftmen: Provided that each man shall be responsible for all tools supplied to him, such tools to be placed, at the end of the shift, in a box provided for that purpose in each section.

29. (B) *Tools in Working-places.*

Before leaving work the miners are required to put their tools in a safe place, otherwise the management will not be responsible for tools lost through falls.

30. *Hours of Work.*

The working-time shall be eleven days per fortnight, pay Saturday being an idle day. Men required to work on pay Saturday shall be paid ordinary daily rates only.

The hours worked shall be—(a) For underground workers, eight hours bank to bank; (b) for surface men, eight hours exclusive of meal-time; except on back Saturdays, when the hours shall be seven hours day shift and six hours back shift.

Every underground worker shall work full time at the face or other working-place, time allowance for travelling being excepted.

The starting-point for No. 2 Mine shall be at the tunnel-entrance.

An allowance for time lost travelling shall be calculated on the measured distance to be travelled at a walking speed of two and a half miles per hour.

Knock-off time shall be called by the deputy or the authorized official for each section of the mine, and any worker leaving his work before the notified time shall be subject to instant dismissal: Provided that, in cases of necessity, permission to leave the mine during working-hours shall be obtained from the manager, deputy, or interviewer.

31. *Holidays.*

The following shall be Christmas holidays: From the 24th December to the 4th January, both days inclusive. Other holidays shall be Good Friday, Easter Saturday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, and Local Picnic Day. Men employed at any work regularly done on Sundays shall be paid at the rate of time and a half, and in other cases double time. Men employed on the 25th or 26th days of December or on the 1st or 2nd days of January shall be paid double time; but men employed on the 24th day of December or from the 27th to the 31st December (both days inclusive), or on the 3rd or 4th days of January shall be paid only ordinary hewing or daily wage rates. All work done on other holidays specified shall be paid for at the rate of double time.

32. *Overtime.*

For work done in excess of eight hours per day, overtime shall be payable at the rate of time and a quarter for the first three hours and time and a half thereafter.

33. *Payment of Wages.*

All wages shall be paid fortnightly on Friday.

34. *Men to do any Work required.*

A workman employed on day wages shall perform any class of work he may be required to do in or about the mine, and if instructed by the manager or his deputy shall remove from one place to another where his services may be required. If he shall be temporarily removed from work for which a higher payment is provided than for the work to which he is removed he shall nevertheless be paid the rate for the

work from which he is removed. . If the work to which he is removed is paid for at a higher rate than that from which he is removed he shall be paid the rate for the work to which he is removed. On resuming his usual work he shall revert to the rate of wages provided for that work: Provided that, in any case in which the temporary removal has been for a period exceeding two but not exceeding three pay fortnights, the workman shall be entitled to one week's notice before reverting to his lower rate of pay, and in any case in which the temporary removal has been for a period exceeding three pay fortnights he shall be entitled to two weeks' notice before reverting to the lower rate.

35. *Preference.*

(a) If any employer shall hereafter engage any worker who shall not be a member of the union, and who shall not become a member thereof within seven days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union provided there is then a member of the union equally qualified to perform the particular work required to be done and ready and willing to undertake same.

(b) This clause shall not apply to officials of the Department, including deputies, underviewers, pumpmen, engine-drivers, fan attendants, firemen, banksmen, and railway hands.

36. *Absence from Work.*

Any employee absenting himself from work without first having obtained the permission of the mine-manager shall be deemed to have left his employment without notice. This shall not apply in cases of sickness or accident. If any man is absent from work for any cause the manager shall have the right to put another man in his place for the period of his absence. If any employee is off work through sickness the mine-manager shall be notified as early as possible.

37. *Notice of Dismissal or Retirement.*

When the services of any workman 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. 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 worker misconducts himself or either openly or secretly incites, instigates, assists, or endeavours to influence other workers to disregard the provisions of any clause herein, such worker shall be liable to instant dismissal.

38. *Fatal Accidents.*

In the event of any fatal accident occurring in or about the mine it shall be lawful for the workmen to cease work for the remainder of the day upon which the said accident occurs: Provided that it shall be lawful for all the Department's workmen to cease work for one full day for the purpose of attending the funeral but not further or otherwise.

39. *Injured Workers.*

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

40. *Under-rate Workers.*

If any worker is for any cause unable to earn the minimum wage provided herein for any class of work for which he may desire to be employed, such worker may be employed at such lesser wage as may be agreed upon in writing between the union and the manager of the mine. The term "worker" shall mean either a man or youth as may be applicable.

41. *Stop-work Meetings.*

No stop-work meeting shall be held at the mine without the permission of the manager. If such meeting be held in contravention of this instruction employees absenting themselves from work for such meeting shall be liable to dismissal without notice.

42. *Broken Time.*

So far as practicable, the manager shall avoid calling miners, truckers, or other labourers out for work for less than six hours. This provision is not to affect the arrangements which may be made with men and boys brought out for half-shifts to empty or run coal to compressor, or other necessary work.

43. *House Coal.*

Workmen who are householders shall have the right to purchase coal for their own domestic use only, from the mine at which they are employed, at 3s. per ton.

44. *Disputes Committee.*

(a) If any dispute shall arise at any time concerning any matter not specifically provided for, it shall be first referred to the disputes

committee at the mine, which committee shall consist of two representatives of the management and two representatives of the workmen, who shall be employed at the mine.

(b) Failing a settlement being arrived at by the local committee, the matter in dispute shall be referred by the local committee to a central committee consisting of three representatives of the West Coast District Council of Miners' Union and three representatives of the Minister of Mines.

(c) Failing an agreement being reached by this central committee, the members thereof shall appoint a chairman, who shall have a vote, and a majority decision of the committee so constituted shall be final and binding.

(d) Pending a settlement of any dispute, work shall continue in all respects as before the dispute arose.

(e) The chairman of a disputes committee as appointed under clause (c) hereof shall be paid a fee of two guineas for each day or part of a day he is engaged upon the work of the committee, together with actual travelling-expenses incurred by him. In each case this payment shall be made in equal proportions by the West Coast District Miners' Council and the Mines Department.

45. *Term of Agreement.*

At a special general meeting of the union held at Runanga on the 29th day of May, 1935, it was agreed to accept the Minister of Mines offer of an increase of 5 per cent. on the present rates subject to the existing agreement being renewed *in toto* to operate from and in conjunction with the first full pay in May, 1935, and to extend to the 31st December, 1936: Provided that the conference agreed upon be held between the representatives of the management and representatives of the union and representatives of the management and unions of the Buller district for the purpose of discussing the questions raised at the conference held at the Mines Office, Dunollie, on Monday, the 27th day of May, 1935, it being understood that the 5-per-cent. increase will be computed on the total fortnightly earnings.

The seal of the Point Elizabeth and Liverpool State Collieries Employees' Industrial Union of Workers was hereunto affixed this 22nd day of July, 1935, in the presence of—

[SEAL.]

GEO. ED. ENGLISH, President.

WILLIAM PENDLEBURY, Secretary.

Witness to signatures—I. A. James.

Signed by the Honourable the Minister of Mines in the presence of—

CHAS. E. MACMILLAN, Minister of Mines.

Witness to signature—S. Y. Jones, Private Secretary, Wellington.