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# AGREEMENT

Between the

**Members of District No. 13  
U. M. W. of A.**

Parties of the First Part

And the

Members of the

**Iowa Coal Operators' Ass'n.**

Parties of the Second Part

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**APRIL 1, 1920 TO MARCH 31, 1922**

REPUBLICAN, ALBIA, IOWA



# DES MOINES AGREEMENT

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This contract, made and entered into by and between District No. 13, of the U. M. W. of A. and each member thereof, party of the first part, and the Iowa Coal Operators Association and each member thereof, party of the second part.

WITNESSETH: That it is understood and agreed that all of the terms and provisions herein contained are for the exclusive joint use and benefit of District No. 13 of the U. M. W. of A. and each member thereof, and each and every member of the Iowa Coal Operators Association, and this agreement is entered into with the hope and belief that the advance in wages will result in the increased production of coal and that the good relations existing between the members of the two Associations will continue without the interruption of local strikes called in violation of the Agreement which is not countenanced by either Association.

It is agreed that said contract shall take effect April 1, 1920, and remain in effect until March 31st, 1922.

**Agreement Made by the Operators of Iowa and  
the United Mine Workers of District No. 13,  
Effective April 1, 1920, Until March 31,  
1922, Both Inclusive.**

The prices to be paid for pick mined coal in the various sub-districts named below, of said

District 13, during the period commencing April 1, 1920, and ending March 31, 1922, shall be as follows, per ton of two thousand pounds, mine run or lump coal, as hereinafter provided in the various sub-districts.

### Sub-District No. One.

The mines in Sub-District No. 1, will operate on a screened coal or handpicked basis at the option of the operator, except the mines in Missouri under our jurisdiction which shall be on an absolute mine run basis except where otherwise agreed to, and the screens shall be flat bars of not less than five-eighths (5-8) of an inch surface, and not to exceed one and one-quarter ( $1\frac{1}{4}$ ) inches between the bars, and not to exceed seventy-two (72) square feet of superficial area, free from obstruction, and the bars of each screen shall rest upon a sufficient number of bearings to hold the bars in proper position. No screens provided for in this agreement shall be more than twelve (12) feet in length, except those now in use, nor have anything on or near them which will impede the progress of the coal over the screen and all screens shall have a sufficient pitch to clear themselves of all coal under ordinary conditions.

In the mines of Putnam county, Missouri, the miner must load his coal as free from impurities as is practicable. He shall at all times remove his mining dirt before taking his fall of coal down, and when cutting a corner, he must cut the same in such a workmanlike manner as will permit the separating and removal of the clay band, and gob the same. Should any miner violate any of the provisions of this clause,

he shall be fined 50 cents for the first offense, \$1.00 for the second, and for the third within thirty days from the time of the first offense, he shall be subject to discharge or a fine of \$2.00 at the option of the operator.

Mine Run Coal, Putnam County, Mo. ----	\$1.55
Hand Picked Coal, per ton -----	1.7444
Screened Lump Coal, per ton -----	1.7444
Eight-Foot Entry, per yard -----	2.78
Twelve-Foot Entry, per yard -----	2.15
Fourteen-Foot Entry, per yard -----	2.09
Room Turning, 12 to 14 foot doorway----	3.60

Double shifting entries, 25 cents per yard extra. This is construed to mean where entry men are employed two separate shifts of eight hours each in twenty-four hours.

### Room Turning.

Where the neck is required to be cut a greater depth than 9 feet on either side, the entry yardage price shall apply.

### Turning Rooms Off of Skip Entries and Laying of Switches.

It is agreed the company shall furnish extra cars on demand when needed, by the miners, driving skip entries, for the purpose of handling their dirt, and such cars will not be counted on the coal turn. It is also understood the above shall not apply when the miner has reasonable space in his place to gob his dirt. And switch must be laid by the company not later than the day following after pit boss has been notified that branch is ready, and on failure to comply

with the above provision, said miner will have just cause for complaint, and be entitled to compensation for such loss.

It is understood that the miner is not entitled to compensation for the day he demands the switch, nor on the day the switch is laid. The miner has no claim for compensation for intervening time, unless he applies to the foreman for work, and is refused.

### Scale for Long Wall Chain Mining Machines in Sub-District No. 1.

#### Duties of Machine Crew.

a. The machine crew shall mine in the clay as near the coal as practicable to clear the dutchman, remove the dirt cut by the machine from under the coal and gob same and leave not less than  $2\frac{1}{2}$  feet of space between gob and face of coal, provided that if there is not enough space to hold dirt cut by the machine as stated above then company will furnish cars at first switch and if cars are not furnished as agreed, machine crew shall throw machine dirt in roadway to be removed at the expense of company.

They will also clean up, prop, and sprag the places ready for the loaders.

b. They shall make connection of machine wire to main wire on entry, and remove and replace all picks used for undercutting the coal, deliver dull picks to blacksmith shop on mine premises and receive sharpened ones once each day if necessary, the machine crew shall exercise reasonable caution in the care of tools.

c. Should the machine require the attention of the machinist, the machine crew shall notify the

mine foreman, and if the machinist should require a helper to repair said machines, then one or more of the machine crew shall assist him at the rate of \$6.00 per day.

d. Should the machine crew fail or neglect to perform any of the duties, cares, or responsibilities set forth in Paragraph 'a' the mine foreman shall be notified by the aggrieved party who shall make such arrangements with the loader so as to cause him no loss of time and if they agree as to the time required in cleaning up the place the loader shall receive \$1.25 per hour and the amount agreed upon shall be deducted from the machine crew's account and paid to the party doing such work. Provided further that if they fail to agree either party may call on the mine president or the loader be given another place.

e. They are to remove and load all bump coal and check same to their credit. If the machine cuts up to the coal at any time, the machine crew can load out the coal, clean up the place same as a loader, and check the coal to their credit to be equally divided between runner, shoveller, and helper.

f. When any extra cutting is to be done the machine crew shall be given the preference over any one else.

### **Duties of the Loader.**

a. The loader shall have the same care and responsibility of the place as a pick miner. If a loader fails to clean up and make his place ready for the machine crew, or prop his place within three feet of the face, or neglects to prop as directed by the mine foreman, or to build his

roadwall within three feet or gob within four feet of the working face, provided he has the material to gob with, and a fall occurs through such carelessness, he shall immediately clear his place of such fall, and refusing or failing to do so, the company may do such work and charge the expense thereof to the loader's account.

b. In any mine where the company does the brushing, the loader shall deliver his coal and receive his empty car at the switch.

### Working Rules.

a. The places shall be taken on the rule of "first out, first in."

b. Two men may work on one road under this agreement.

c. That general resolutions applying to Sub-District No. 1 shall govern machine mines in said District.

d. In all machine mines the company shall lay the track.

e. The pit boss to furnish mule or pony and driver to move machine when necessary.

f. That all roads shall be kept high enough to permit the loading of the top coal less the fiag coal, provided that no operator be compelled to brush in the cap rock, or rebrush a roadway when it has less than twenty feet to go, Rebrushing as used in this resolution is defined to mean brushing in the cap rock.

g. In the case of any deficiency arising in the place where the loader and pit boss cannot agree

as to the price to be paid for same, the matter shall be taken up at once by the pit boss and mine president and their decision shall be final. Should they fail to agree on a price for same by the ton, lump sum or day wage, the place can be loaded out by the day men, machine crew or the pit boss can make an agreement with any other loader by the ton, lump sum, or day wage, and the loader to be given the first vacant place.

h. When a loader, through no fault of the company, is absent from his working place which he has started to load out, the mine foreman may direct a loader, under rule of "first out, first in" to load out and clean up such unfinished place, and such loader must take such place. Should he demand any extra payment for loading out and cleaning up such place, the mine foreman and the mine president shall determine the amount thereof, and the company shall deduct such amount, if any, from such loader's account and pay same to the party doing the work, and their decision shall be final. In case of accident causing injury to the loader, the deduction specified above, if any, shall not be made; nor in case where proper notice is not given within one-half hour after quitting time that there will be work.

i. Should a loader take a boy in with him, they shall be considered as one loader.

j. When a fall occurs on the roadway outward from the end of the roadwall, while the loader is at work in said room, exceeding one car load, the pit boss upon being notified, shall see that such fall is removed as soon as possible, or the loader shall remove same at 19 cents per car, and he shall be given extra cars to load out such fall.



The word "Possible" is defined to mean that the loader shall not lose any time on account of such fall. When a loader is assigned to a room, if there is a fall on the roadway at that time, the company shall remove the same upon being notified or the loader shall remove same at 19 cents per car.

k. When a machine is about to overtake unloaded coal in a room, the mine foreman may call upon another loader to help load out this coal, and six cents per ton extra shall be paid for each ton of coal loaded out of such place after the second loader enters same. It is understood that if the place carries a deficiency settled with the first loader, the second loader will also receive the same deficiency price. In connection with this rule it is understood that machine work in longwall mines is single work, except in the emergency above provided. The second loader who enters the place shall be first out.

l. The machine may run double shift or it may run one shift each twenty-four hours, whether it is during the time the mine is running coal or not, provided one machine crew does not run a machine to exceed 48 hours per week when a mine runs every day, or as many hours as the mine runs coal and the machine crew may work overtime repairing their machines.

m. Fourteen loaders shall follow a single shift machine. If fourteen loaders are not enough to keep a machine in cutting, this number may be increased by one man at a time, provided the men are given a fair turn. If fourteen men are too many, the loading force shall be reduced in like manner.

If after six days' operation of the machine, the record shows that the loaders after it have not had an average turn amounting to nine cars for each day's operation of the machine then it shall be considered that a fair turn has not been given, provided the loader or loaders raising the question of turn can show that he could have loaded more cars, with coal, than he received.

n. Longwall chain machine shall be placed on a differential basis of twenty-five cents per ton.

o. Prices to be paid for

Machine runners, per ton -----	\$ .13389
Machine Shovelers, per ton -----	.13389
Machine Helpers, per ton -----	.10562
Loaders, per ton -----	1.121

#### Prices Governing Underground Day Labor.

That any company man, not a regular track layer, working at laying iron track or switches will receive \$6.00 per day for the time so employed.

Head Track Layers, per day -----	\$6.00
Pipe Men, per day -----	5.92
Drivers and Trip Riders, per day -----	5.86
Motormen, per day -----	6.15
Cagers, per day -----	5.86
Boy Couplers, per day -----	3.89
Oilers and Trappers, per day -----	3.18
Pushers and all other inside adult labor, per day -----	5.75

Boy drivers may be used between partings but when used at regular switching they shall be considered as men and receive men's wages.

#### Rules Governing Underground Labor.

That in accordance with the state law the company shall furnish all the necessary timbers and

the miner shall keep his room securely propped. If the miner working in the room fails to securely prop the same, or neglects to prop as directed by the pit foreman or to build his roadwall within three feet, or gob within four feet of the working face, provided he has material to gob with, and a fall occurs through such carelessness he shall immediately clear his place of such fall, and if he refuses or fails to do so, the company may do such work and charge the expense thereof to such miner.

In any mine where the company does the brushing the miner shall deliver his coal and receive his empty car at his switch; it is also further agreed that two men may work on one road under this agreement. It is further agreed that the miner shall be responsible for his working face up to the cap rock, except falls caused by slips or on account of mines being idle, and falls caused by first break in circle work, and in front of the roadway outward to the inside corner of his last road wall, and when a fall occurs on the roadway from the end of the roadwall, exceeding one car load, the pit boss shall, upon being notified, see that such fall is removed, as soon as possible, or the miner shall remove the same at 19 cents per car, and he shall be given extra cars to load out such fall. The word "possible" is defined to mean that the miner affected shall not be required to lose any time on account of such fall.

All roads shall be kept high enough to permit the loading of the top coal less the flag coal, provided that no operator be compelled to brush in the cap rock or rebrush a roadway when it has less than 20 feet to go. Rebrushing as us-

ed in this resolution is defined to mean brushing in the cap rock.

### **Blacksmithing.**

The company shall do the sharpening, which means only the sharpening of picks and wedges, and the price of same shall not exceed three-fourths of 1 per cent of the gross earnings in pick mining, and shall not exceed one-half of 1 per cent of the gross earnings in machine mining, and miner's tools shall be given preference over all other work done by the blacksmith, and be sharpened in a workman-like manner.

There shall be a suitable place provided for the miners to deliver and receive their tools. At shaft mines, in accordance with the state law, the company shall hoist the tools and return the same to the bottom.

The company shall exercise reasonable precautions in the care of tools.

### **Top Labor.**

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters and all other common top labor shall be \$5.23 per day, provided those now receiving a higher rate of wages shall not be reduced.

Motormen, per day -----	\$5.63
Spraggers, and Couplers, per day -----	3.89
Boy Slate Pickers and Oilers, per day ----	3.18

### **Corner Cutting.**

Corner cutting on longwall shall be \$1.00 per yard; and corner cutting in semi-longwall shall

be \$1.00 per yard for all permanent corners. What is considered a permanent corner is a corner next to the main entry, and the corner next to head of cross entry. Should a room at any time be more than 7 feet ahead of the inside room, the miner shall be given a place to work until the inside room is caught up.

### **Iron Track.**

There shall be iron track and switches in all mines in Sub-District No. 1, and where the miner lays the track the company shall furnish flat or sawed ties. Joint ties shall be flat on both sides, the side where rails are joined shall have sufficient flat surface to properly connect the rails. Center ties shall have at least one flat side. The company shall also furnish one pair of short rails, length not to exceed ten feet long, for temporary use.

In all room and pillar mines the company will drill or punch the rails and furnish suitable spikes.

In room and pillar work the miner is to deliver his loaded car and receive his empty car as heretofore.

The depth of rooms in room and pillar work shall not be more than 150 feet; in longwall work not more than 125 feet, except by mutual consent but a miner cannot be compelled to drive a place more than 125 feet. In the event that such work is done by mutual consent, the miner shall receive 16 cents per ton extra for the first twenty feet and 23 cents per ton extra over 145 feet, and in room and pillar this rule and price shall apply when driven more than 150 feet.

### **Brushing.**

The minimum price for brushing 8-foot entries shall be 85 cents per yard and width of bottom brushing in longwall entries shall be 5 feet.

### **Crib Building.**

The price for building cribs from clay to slate shall be \$1.00 each, the company to have the option of doing same, but where built by the company the miners shall not be delayed in their work.

### **Black Bats.**

Black bats over three inches thick shall be considered as deficient work and paid for according to Resolution No. 10.

### **Pay Days.**

Pay days during the six summer months of the year shall be considered holidays, and for the six winter months of the year the mines shall operate full eight hours. Holidays, it is understood, are to begin the first pay day in March, and the company to start paying not later than 1:30 p. m. and continue until 4:00 p. m., this not to deprive men who may be working at the mine on pay day from getting their pay that day.

### **SUB-DISTRICT NO. TWO.**

All mines in Sub-District No. 2 shall operate on an absolute mine run basis.

Mine Run Coal, per ton -----\$1.21

### **Entry Prices.**

Eight-Foot Entry, per yard -----\$3.98

Twelve-Foot Entry, per yard ----- 2.72

The yardage prices provided above are made on the condition that the entry men must cut all

normal entries, top and bottom, before they are shot. This shall not prevent the firing of practical lifting shots.

Agreements on the price of deficient eight-foot entry work:

Entry, 3½ to 4 ft. vein, deficient by having rock or other impurities, price including coal, per yard -----	\$ 8.52
Entry, 3½ to 4 ft. vein, deficient by having rock or other impurities, not sufficient coal to cut, price including coal, per yard -----	9.40
Entry, 4 to 5 ft. vein, deficient by having rock or other impurities, price including coal, per yard -----	9.42
Entry, 4 to 5 ft. vein, deficient by having rock or other impurities, not sufficient coal to cut, price including coal, per yard -----	10.31
Entry, 5 to 6½ ft. vein, deficient by having rock or other impurities, price including coal, per yard -----	10.21
Entry, 5 to 6½ ft. vein, deficient by having rock or other impurities, not sufficient coal to cut, price including coal per yard -----	11.10
Entry, 6½ to 8 ft. vein, deficient by having rock or other impurities, price including coal, per yard -----	11.68
Entry, 6½ to 8 ft. vein, deficient by having rock or other impurities, not sufficient coal to cut, price including coal, per yard -----	12.16

Note: The above prices shall be in full payment, both for the yardage and the mining.

Where the vein is under three and one-half feet or over eight feet in thickness, or where jumpers have to be used, entries shall be worked by the day, or at such price per yard as may be agreed upon between the entry men and the pit boss.

If by the day, the wages shall be \$6.15 per day, the company to furnish tools and supplies.

In deficient entries entrymen to load out rock or other impurities.

It is understood that the intent of this agreement is that the entrymen shall do the cutting in the same manner as he would if paid no deficiency, to wit: when cutting in the bottom, to extend the cut upwards until an actual obstruction is encountered, and if the same is such that it can be readily broken with the sledge, the same shall be done and the cut carried to the top of the vein.

No top shots to be used except to break down the coal that lies above an actual obstruction. If the obstruction be near the bottom and the cutting is done in top coal, the same rule to apply to bottom coal as above stated for top coal.

Whenever any entry that is now deficient becomes normal by the disappearance of bands of impurities or other obstructions which prevent cutting, the entrymen must square up and proceed to work it as a normal entry.

The occurrence of a sulphur ball or lump or other impurities which does not extend to a greater width than the cut, and which can be readily broken out, or a thin band of impurity



which can be readily broken, will not be considered as preventing the cutting the full height of the vein.

At any mine in lieu of the above scale for deficient entries, such work may be paid for \$5.26 per yard and the coal. The miner to load out the impurities.

The adoption of the above deficient entry scale does not prevent individuals from doing this class of work with such allowance above the normal scale as may be agreed upon between the men concerned and the mine foreman. In case they disagree the gross yardage scale for deficient entries shall apply.

### **Rock in Rooms.**

Whenever a miner has rock shot down in his room that is in his way and which prevents him loading his coal, the company shall remove the large rock or pay the miner for doing the same at the rate of 75 cents per hour. Resolution No. 4, Section C, to govern as to notification of foreman and time of waiting.

But, in the event the rock is mixed with the miner's coal, the miner shall separate the same and throw all small rock into the gob.

### **Room Turning.**

Room turning with neck 8 feet wide not to exceed 9 feet deep, \$8.11. Rooms shall be considered turned when they are 18 feet deep and 18 feet wide at the face.

Where neck is required to be cut more than 3 feet on one side, \$3.60 additional shall be paid.

The company cannot require the miner to turn

the rooms for the pick mining room turning price and then mine the rooms with machines after machines have once been installed in the mine.

### **Double Shifting.**

Double shifting in entries, 25 cents per yard extra.

### **Break-Throughs.**

Break-throughs between rooms and entries shall be made in accordance with the state law as to distance, and in rooms where break-throughs are required to be cut at entry widths they shall be paid at entry prices.

### **Brushing — Width of Rooms — Unloading Slate.**

Brushing by taking up bottom or taking down top shall be 9 1-5 cents per inch, measured from the top or bottom of the vein as the case may be, and of sufficient width for roadway not to exceed 5 feet. This to apply to top and bottom of ordinary slate or clay material, but if of an unusually hard material, then the price to be agreed upon locally, and failing to agree, the company to do the brushing, in which case the said brushing shall be kept up to within 15 feet of the face. The minimum width of any room shall be 20 feet. Loading or unloading slate done by the miner, 28 cents per car, provided if there is any change in the capacity of the car there can be a readjustment of the price but there shall be no change in existing local agreements on the subject.

### **Blacksmithing.**

The company shall do the sharpening, which shall mean only the sharpening of picks, augers, and wedges, the buttoning of scrapers and cutting off of augers, and the price of the same

shall be 3-4 of one per cent of gross earnings, and the miners' tools shall be given preference over all other work done by the blacksmith, and be sharpened in a workmanlike manner.

It is further agreed that the operator will furnish a suitable place or places for the miners to receive their tools, and in first class mines, where it can be shown that it is necessary for the proper regulation of the tool question, to have them separated or handed out, the operator will furnish some one to do the work, and the question of wages and duties shall be left to the operator.

### Day Wage Scale.

Track layers, timbermen, cagers, per day	\$6.00
Drivers, Trip Riders and Water haulers per day	6.00
Track Layers and Timbermen helpers ,per day	5.75
Boy Couplers, per day	3.89
Trappers, per day	3.18
Motormen, per day	6.15
Oilers, per day	3.77
Spike Team Drivers, per day, when engaged in regular switching	6.15
Drillers, and Shooters, per day	6.00
All Other inside adult labor, per day	5.75

Stable men to receive \$1.00 per day increase over wages for month of October, 1919.

Boy drivers may be used between partings, but when used at regular switching they shall be considered as men and receive men's wages.

### Electric Mining Machine Scale for Sub-District No. 2.

Loading, drilling, shooting and furnishing of explosives, mine run coal, per ton	.97
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Machine Runner, per day -----	\$6.41
Machine Helper, per day -----	6.15

It is understood that the day wage fixed for machine crew shall not prevent them from agreeing on a price per ton and yardage and room turning; provided, the earnings be not less than the above day wage scale.

### Narrow Work.

Eight-Foot Entry, loaders, per yard -----	\$1.594
Twelve-Foot Entry, loaders, per yard -----	1.087
Room Necks, same measurements as pick mining, loaders -----	3.244

Break-throughs between rooms and entries shall be paid for at same rate as entries of equal widths.

Loaders in narrow work and room turning to have the option of accepting tonnage and yardage rates, or being paid at the rate of \$6.15 per day, this to include use of miners' tools. The company to have the right to select loaders for this work who may be transferred at the company's option to a normal place to load or mine coal without loss of time. **Blacksmithing** shall be  $\frac{1}{2}$  of 1% of the loaders' gross earnings.

### Duties of Machine Crew.

The company shall furnish all parts and supplies to keep machines in repair. The machine crew shall perform the necessary labor for repairs, not exceeding thirty minutes at any one time, without extra compensation, all excess time shall be paid for at the rate of 75 cents per hour. The machine crew shall cut the coal within four (4) inches of the bottom unless prevented by physical conditions; if they fail to do so and a loader is required to do extra work the

mine boss and mine president shall agree on the amount due the loader for this work, and this amount shall be deducted from the machine crew's earnings at the rate of 75 cents per hour.

The machine crew shall connect the machine wires to entry wires and take proper care of the machine and perform the necessary labor in moving from place to place. The machine crew shall receive and deliver bits and supplies at the same point at which pick miners receive their tools. Machines may run double shift or they may run one shift each twenty-four hours whether it is during the time the mine is running coal or not, provided one machine crew does not run a machine to exceed forty-eight hours a week when the mine runs every day, or as many hours as the mine runs coal; but the machine crew may work overtime in repairing their machines.

#### **Duties of Loaders.**

The loader shall have the same care and responsibility of the working place as the pick miner; he will take up to and including four inches of bottom coal left by the machine when the same is ordinary; (what is meant by ordinary is where it can be taken up in from 40 to 50 minutes across the room). If it takes more time, or if at any time the machine crew leaves more than four inches of bottom coal, whether caused by impurities or otherwise, the loader shall do the work at 75 cents per hour.

No restriction shall be placed on the amount of coal which machines may mine, or upon the number of places in which machines may cut, or upon the number of loaders who may work after one machine, provided loaders shall have a sufficient number of places to keep them employed

regularly while the mine is in operation and there shall not be more loaders employed at any mine than can be given a fair turn. Where pick and machine miners are employed in the same mine the turn shall be made equal in earnings.

Should any operator employ more loaders than machine can cut for, they shall be employed at 75 cents per hour until loading places can be furnished.

This guarantee of work shall not apply in cases of major accidents to machines or machinery or when power is off for an unreasonable length of time, nor for the last hour of the day or when the loader leaves his working place before quitting time the preceding day.

Note: The above paragraph is inserted so that it will not be necessary to close down the entire mine when a section of the mine is prevented from loading coal by any of the above causes.

Where required, the loader shall snub the coal before being shot and leave the place in proper condition for the machine crew. The loader shall not to be held responsible for conditions beyond his control.

### **General Provisions.**

Any special work, such as making man holes, partings, mule barns, etc., can be done by the day at the wages guaranteed above. It is understood that the loader in timbering his place shall set props so as to clear the machine when practicable; if props are set as to interfere with the machine on account of safety the machine crew shall remove and re-set such props without compensation. The width of rooms shall be not

less than twenty feet. The company shall have the right, whenever any loaders are absent, to place other loaders in the vacant places, either by the ton or by the day, at the option of the loader, in order that said machine crew will not be deprived of the use of said places. If at any time there is any dispute as to the loading out of any place, the case shall be taken up as provided by Resolution VIII of the Des Moines Agreement, and said loaders shall continue at work loading out said places pending settlement of same. All settlements shall date from the time question was raised.

Rules in the General Resolutions and Underground Working Conditions governing pick miners and operators shall also apply to machine loaders and crews and operators of machine mines.

### Top Labor.

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters and all other common top labor shall be \$5.23 per day, provided those now receiving a higher rate of wages shall not be reduced.

Car Repairers, \$1.00 per day increase over wages for month of October, 1919.

Motormen, per day	-----	\$5.63
Boy Slate Pickers, per day	-----	3.18

### SUB-DISTRICT NO. THREE

All mines in Sub-District No. 3 shall operate on an absolute mine run basis.

Mine Run, per ton	-----	\$1.23 $\frac{1}{2}$
Eight-Foot Entry, per yard	-----	3.18
Twelve-Foot Entry, per yard	-----	3.10

The yardage prices provided above are made on condition that the entrymen must cut all normal entries, top and bottom, before they are shot. This shall not prevent the firing of practical lifting shots.

### **Room Turning.**

Room turning, 9 foot neck, 8 feet wide, each, \$8.11.

Rooms shall be considered turned when they are 18 feet deep and 18 feet wide at the face.

Each additional yard or fraction thereof to be paid at the rate of \$2.70 per yard.

Where the neck is required to be cut more than 3 feet on one side, \$3.60 additional shall be paid.

The company cannot require the miner to turn the rooms for the pick mining room turning price and then mine the rooms with machines after machines have once been installed in the mine.

### **Double Shifting.**

Double shifting in entries, 25 cents per yard extra. This is construed to mean where entrymen are employed two separate shifts of eight hours each in twenty-four hours.

### **Break-throughs.**

Break-throughs between rooms and entries shall be made in accordance with the state law as to distance, and in rooms where break-throughs are required to be cut at entry widths they shall be paid at entry prices.

### **Brushing.**

Brushing by taking up bottom or taking down top shall be 9 1-5 cents per inch measured from the top or the bottom of the vein, as the case



may be, and of sufficient width for roadway not to exceed 5 feet. This to apply to top and bottom of ordinary slate or clay material, but if of an unusually hard material, then the price to be agreed upon locally, and failing to agree the company to do the brushing, in which case the said brushing shall be kept up to within 15 feet of the face.

### **Width of Rooms.**

The minimum width of any room shall be 20 feet.

### **Unloading Slate.**

Loading or unloading slate, when done by the miner, 28 cents per car, provided if there is any changes in the capacity of the car there can be a readjustment of the price but there shall be no change in existing local agreements on the subject.

### **Blacksmithing.**

The company shall do the sharpening, which shall mean only the sharpening of picks, augers, and wedges, the buttoning of scrapers and cutting off of augers, and the price of the same shall be 3-4 of one per cent of gross earnings, and miners' tools shall be given preference over all other work done by the blacksmith, and be sharpened in a workmanlike manner.

It is further agreed that the operator will furnish a suitable place or places for the miners to receive their tools, and in first class mines, where it can be shown that it is necessary for the proper regulation of the tool question, to have them separated or handed out, the operator will furnish some one to do the work, and the question of wages and duties shall be left to the operator.

### Day Wage Scale.

Track layers, timber men, cagers, per day	\$6.00
Drivers, trip riders and water haulers per day	6.00
Track layers and timbermen helpers, per day	5.75
Boy Couplers, per day	3.89
Oilers, per day	3.77
Trappers, per day	3.18
Motormen, per day	6.15
Drillers and Shooters, per day	6.00
Spike team drivers when engaged in regular switching, per day	6.15
All other inside adult labor, per day	5.75

Stable men to receive \$1.00 per day increase over wages for month of October, 1919.

Boy drivers may be used between partings, but when used at regular switching they shall be considered as men and receive men's wages.

### Top Labor.

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters and all other common top labor shall be \$5.23 per day, provided those now receiving a higher rate of wages shall not be reduced.

Motormen, per day	\$5.63
Boy Slate Pickers, per day	3.18

### Electric Mining Machine Scale for Sub-District No. 3.

Loading, drilling, shooting and furnishing of explosives, mine run coal, per ton	.98½
Machine Runner, per day	6.41
Machine Helper, per day	6.15

It is understood that the day wage fixed for machine crew shall not prevent them from agreeing on a price per ton and yardage and room

turning; provided, the earnings be not less than the above day wage scale.

### Narrow Work.

Eight-Foot Entry, loaders, per yard	-----\$1.27
Twelve Foot Entry, loaders, per yard	---- 1.24
Room necks, same measurement as pick mining, loaders	----- 3.244

Break-throughs between rooms and entries shall be paid for at the same rate as entries of equal widths.

Loaders in narrow work and room turning to have the option of accepting tonnage and yardage rates, or being paid at the rate of \$6.15 per day, this to include use of miners' tools. The company to have the right to select loaders for this work who may be transferred at the company's option to a normal place to load or mine coal without loss of time.

Blacksmithing shall be  $\frac{1}{2}$  of 1% of the loaders' gross earnings.

### Duties of Machine Crew.

The company shall furnish all parts and supplies to keep machines in repair. The machine crew shall perform the necessary labor for repairs, not exceeding 30 minutes at any one time, without extra compensation; all excess time shall be paid for at the rate of 75 cents per hour. The machine crew shall cut the coal within four inches of the bottom, unless prevented by physical conditions; if they fail to do so and a loader is required to do extra work the mine boss and the mine president shall agree on the amount due the loader for this work, and this amount shall be deducted from the machine crews' earnings at the rate of 75 cents per hour.

The machine crew shall connect the machine wires to entry wires and take proper care of the machine and perform the necessary labor in moving from place to place. The machine crew shall receive and deliver bits and supplies at the same point at which pick miners receive their tools. Machines may run double shift, or they may run one shift each twenty-four hours, whether it is during the time the mine is running coal or not, provided one machine crew does not run a machine to exceed forty-eight hours a week when the mine runs every day, or as many hours as the mine runs coal, but the machine crew may work over time in repairing their machines.

### **Duties of Loaders.**

The loader shall have the same care and responsibility of the working place as the pick miner; he will take up to and including four inches of bottom coal left by the machine when the same as ordinary (what is meant by ordinary is where it can be taken up in from 40 to 50 minutes across the room). If it takes more time, or if at any time the machine crew leaves more than four inches of bottom coal, whether caused by impurities or otherwise, the loader shall do the work at 75 cents per hour.

No restrictions shall be placed on the amount of coal which machines may mine, or upon the number of places in which machines may cut, or upon the number of loaders who may work after one machine, provided loaders shall have a sufficient number of places to keep them employed regularly while the mine is in operation, and there shall not be more loaders employed at any time than can be given a fair turn. Where pick and machine miners are employed in the same mine the turn shall be made equal in earnings.

Should any operator employ more loaders than machine can cut for, they shall be employed at 75 cents per hour, until loading places can be furnished.

This guarantee of work shall not apply in cases of major accidents to machine or machinery or when power is off for an unreasonable length of time, nor for the last hour of the day or when the loader leaves his working place before quitting time the preceding day.

Note: The above paragraph is inserted so that it will not be necessary to close down the entire mine when a section of the mine is prevented from loading coal by any of the above causes.

Where required, the loader shall snub the coal before being shot and leave the place in proper condition for the machine crew. The loader shall not be held responsible for conditions beyond his control.

### **General Provisions.**

Any special work, such as making man holes, partings, mule barns, etc., can be done by the day at the wages guaranteed above. It is understood that the loader in timbering his place shall set props so as to clear the machine when practicable; if props are set as to interfere with the machine on account of safety the machine crew shall remove and re-set such props without compensation. The width of rooms shall be not less than twenty feet. The company shall have the right, whenever any loaders are absent to place other loaders in the vacant places, either by the ton or by the day, at the option of the loader in order that said machine crew will not be deprived of the use of said places. If at any time there is any dispute as to the loading out

of any place the case shall be taken up as provided by Resolution VIII of the Des Moines Agreement, and said loaders shall continue at work loading out said places pending settlement of same. All settlements shall date from the time question was raised.

Rules in the General Resolutions and Underground Working Conditions governing pick miners and operators shall also apply to machine loaders, and crews, and operators of machine mines.

### SUB-DISTRICT NO. FOUR.

#### Screens.

In Boone county the screens shall be of diamond bars, with 3-4 of an inch between the bars. Screened Lump, per ton -----\$1.7944

Mine run price, 10% less than screened lump price.

Entry Driving, per yard ----- 3.60

Rcom Turning, not to exceed 9 ft. neck  
each ----- 9.05

#### Double Shifting.

Double shifting entries 25 cents per yard extra. This is construed to mean where entymen are employed two separate shifts of eight hours each in twenty-four hours.

Coal at Boone less than 27 inches thick shall be considered deficient work.

#### Day Wage Scale.

Head Track Layer, per day -----\$6.00

Head Timbermen, per day ----- 6.00

Drivers, Cagers, Trip Riders, per day ----- 5.86

Boy Couplers, per day ----- 3.89

Drillers, and Shooters, per day ----- 6.00

Oilers, Trappers, per day ----- 3.18

All other inside adult labor. per day ----- 5.75

## Top Labor.

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters, and all other top labor shall be \$5.23 per day, except those now receiving a higher rate of wages shall not be reduced.

Motormen, per day	-----	\$5.63
Boy Slate Pickers, per day	-----	3.18

## Blacksmithing.

The company shall do the sharpening, which shall mean only the sharpening of picks, augers, and wedges, buttoning of scrapers and the cutting off of augers, the price of same shall be 3-4 of one per cent of the gross earnings. Miners' tools shall be given preference over all other work done by the blacksmith and sharpened in a workmanlike manner.

It is further agreed that the operator will furnish suitable place or places for the miners to receive their tools.

## Rules and Conditions Governing Sub-District No. 4, Unless Otherwise Provided.

1st. Pushing not to exceed 150 feet and no miner shall be required to push beyond the second switch from face of entry; if required to push more than 150 feet, 12 cents per ton extra shall be paid for the first 30 feet. Beyond that distance the price to be agreed upon locally.

2nd. All track on entry and room roads to be iron and laid at the expense of the company.

3rd. Brushing not to be more than 9 feet back from face of coal, company to build roadside buildings in entries and roadways. The miner

shall leave the usual space on either side of track for said buildings, but in cases where the gob is entirely filled, the miner shall not be required to load out any dirt unless suitably compensated for so doing.

4th. Skips driven along old gobs shall be paid for at the rate of 12 cents per ton extra where it is necessary for the miner to move crushed coal or loose dirt.

### **Mining Machine Scale for Longwail Work— 4th Sub-District.**

Loaders, per ton, screened lump coal	----\$1.1677
Mine run price 10% less than screened lump price	
Machine Runners, per day	-----\$6.41
Machine Shovellers, per day	----- 6.15
Machine Helpers, per day	----- 6.00

It is understood that the day wage fixed for machine crew shall not prevent them from agreeing on a price per ton, provided their earnings be not less than the above day wage scale.

### **Duties of the Machine Crew.**

They shall mine in the clay as near the coal as is practical, leaving not more than four inches of clay above the cutter bar. In case the runner leaves more than four inches of clay above the cutter bar, the company shall handle the clay so left, and in case it is the fault of the runner the amount so paid shall be deducted from the wages of the machine crew, if the crew is working by the ton. Any black jack or other impurities between the coal and clay shall be considered a part of the vein. They shall remove the dirt cut by the machine from under the coal and gob the same, clean up, sprag the coal, and prop the place ready for the loader.



Make connection of machine wire to main wire on entry, remove and replace all picks used for undercutting the coal, deliver dull picks to blacksmith shop on mine premises and receive the sharpened ones once each day if necessary.

Blacksmithing to be  $\frac{1}{4}$  of 1% of gross earnings of loaders.

Should the machine require the attention of the machinist, the machine crew shall notify the mine foreman, and if the machinist should require a helper to repair said machine, then one or more of the machine crew shall assist him at the rate of 75 cents per hour.

They are to remove and load all bump coal and check same to their credit. If the machine cuts up to the coal at any time, the machine crew can load out the coal, clean up the place same as a loader, and check the coal to their credit to be divided equally between runner, shoveller, and helper. When the machine crew is working by the day all coal loaded by them shall be credited to the company. When necessary the company shall furnish mule and driver to move the machine.

The machine crew shall have the same care and responsibility of places as the pick miner. Should the machine crew fail or neglect to perform any of the cares, duties or responsibilities as set forth above, and it is necessary for the loader to perform such work, the mine foreman shall be notified by the party finding this condition, and in the absence of the interested party he shall call the mine president and the two shall agree on a price for such work, and the

amount so agreed upon shall be deducted from the machine crew's account and paid to the party doing such work.

### **Length of Cutter Bars on Machines.**

It is agreed that the length of the cutter bars on the machines in Boone shall not exceed three feet; in Ogden, four feet.

### **Duties of the Loaders.**

They shall have the same care and responsibility of places as the pick miners. The places shall be taken on the rule of "first out, first in," and no restriction shall be placed on the number of loaders loading after a machine, but in case there are more loaders on the crew than there are places for them to load out, when requested by the loader, the company shall employ such loaders at company work at the rate of 75 cents per hour, until places are cut for them to load coal. This guarantee of work shall not apply in cases of accident to machines or machinery or unavoidable causes or delay, nor for the last hour of the day or where the loader leaves his working place before quitting time the preceding day.

Should they fail to clean up their places ready for the machine crew, the pit boss and mine president shall investigate the matter, and shall agree on the price for cleaning same and the amount so agreed upon shall be deducted from the pay of the loader leaving the place in bad condition, and paid to the party cleaning same.

Where cap rock breaks with the coal the loader shall handle same for the loading price up to and including eight inches in thickness. When it exceeds this thickness the company shall handle the same, provided it cannot be left up.

At Boone, coal below 27 inches in height shall be considered deficient. In case the loader and the pit boss fail to agree on a price for loading out a deficient place, the loader can appeal the case to the local president and superintendent of the mine or their representatives whose decision shall be final and the loader shall continue at work pending settlement.

### **Running Time.**

A machine may run double shift or it may run one shift each twenty-four hours whether it is during the time the mine is running coal or not, provided one machine crew does not run a machine to exceed 48 hours a week when the mine runs every day, or as many hours as the mine runs coal, but the machine crew may work over time in helping to repair machines.

### **General Rules.**

Rules in the General Resolutions and Underground Working Conditions governing pick miners and operators shall also apply to machine loaders and crews and operators of machine mines.

If at any time it becomes necessary to load coal by the day the rate shall be \$6.10 per day, this to include the use of miners' tools.

## **GENERAL RESOLUTIONS APPLYING TO DISTRICT NO. 13.**

### **RESOLUTION NO. ONE.**

#### **Definition of Eight Hour Work Day.**

(a) The above is based upon an eight hour work day and it is definitely understood and agreed that an eight hour day means eight hours' work in the mine at the usual working places

for each individual employe, six days a week when required by the operator (Sundays and the following holidays excepted: New Years' Day, Washington's Birthday, April First, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, second Tuesday in December, 1920, and Christmas Day. The above named holidays shall be the only holidays under this agreement except as hereinafter provided regarding pay days.) This shall be exclusive of the time required in reaching said working places in the morning and returning from same at night.

Note: Should any of the above mentioned holidays fall on Sunday the following Monday shall be observed as same, except Washington's Birthday.

### **Pay Days and Statement of Account.**

(b) On pay days work will be discontinued at the end of five consecutive hours of the operations of the mines (except in Sub-District No. 1) and the operator shall commence paying as soon as practicable after the mines have ceased operation.

The operators shall pay all wages earned during the first fifteen days of each month, not later than the first Saturday after the twentieth of said month; and for wages earned after the fifteenth of said month not later than the first Saturday after the fifth of the following month (except should pay day fall on any of the above mentioned holidays the operator agrees to pay on the preceding day in conformity with the provisions made for pay days), and statements properly dated shall be issued to employes before day payment is made, and if for any good

reason an advance is asked and made it shall be done without discount, either directly or indirectly.

The shorter work day is granted employes on pay day with the express understanding that each individual employe will faithfully observe the rules of working eight hours, each working day and six days a week, as provided in clause (a) of this resolution. And all local unions and the individual members thereof shall adhere strictly to this rule, and in case the employes of any mine shall show a disregard for the same the operator affected may file his complaint with the Joint Board, who shall deprive the local union so offending of the privilege extended in this resolution.

### **Rules Governing Drivers.**

(c) Drivers shall take their mules to and from the stables and the time required in so doing shall not include any part of the day's labor, their work beginning at the place where they receive empty cars; but in no case shall a driver's time be docked while he is waiting for cars at the point named. And in no case shall the drivers be required to put in more than ten minutes extra time on the road each way with their mules from the stables to the place where they receive their empty cars, without compensation for the entire time, and the custom of harnessing and unharnessing the mules shall remain the same at each mine as heretofore. Where it is the practice to haul men in the trip, the latter shall leave the bottom at such time as the company may determine to be necessary for employes to reach their working places in time to begin work at the hour fixed. It is further

agreed when the day men go down into the mine in the morning they shall have at least two hours' work. This not to apply in case of accidents occurring where the men would have to be called out of the mine through a violation of the state mining law.

#### RESOLUTION NO. TWO

##### Starting Time.

The eight hour work day shall commence at 7 a. m. from April 1 to October 1, and 8 a. m. from October 1 to April 1, except when otherwise agreed locally, with one-half hour for noon where firing but once a day occurs, and one hour for noon where it is necessary to fire twice a day. In neither case shall such nooning be counted a part of the eight hour day.

#### RESOLUTION NO. THREE

##### Penalties for Loading Impurities.

(a) Both the miners and operators realizing the importance of getting clean coal, to insure the sale of same, it is mutually understood and agreed that the miners and loaders will produce their coal in such a manner as not to increase the percentage of fine coal either by carelessness or reckless shooting, and will load the coal free from impurities as nearly as possible.

(b) It is the duty of the miner and loaders to clean his coal in his working place and load it as nearly as possible free from slate, sulphur, and other impurities, and if any miner be docked for sending out dirty coal, he shall be notified by the mine foreman; if he be docked a second time, he shall be fined fifty cents (50 cents); if he be docked a third time within fifteen days from the time of the first offense, or if he at

any time sends out large quantities of impurities in any one car, he shall be fined \$1.00 or discharged at the option of the operator. But before discharge the mine president and superintendent shall investigate such case, and if found guilty the discharge penalty may be enforced. It is understood local agreements shall govern the amount that constitutes a dock or large quantity at each mine. When there is no local agreement the local officers and superintendent of the company shall make such an agreement.

(c) It is hereby agreed that the local officers shall co-operate with the coal company to insure clean coal.

#### RESOLUTION NO. FOUR

(Applies to Sub-Districts 2, 3 and 4.)

#### **Responsibilities, Timbering and Care of Places.**

(a) In accordance with the state law, the company shall furnish all necessary timbers and the miner shall keep his room securely propped. If a miner working in a room fails to securely prop the same, or neglects to prop as directed by the mine foreman, or carelessly shoots down the props or timbers, and a fall of slate occurs through such failure, neglect or carelessness, he shall immediately clear his roadway of such falls of slate and do all necessary retimbering, and in case of his neglect to do so, the company may do such work and charge the expense thereof to such miner.

#### **Double Timbering.**

(b) In case the room has been properly timbered as above set forth and the roof from any cause becomes dangerous so as to require double

timbering the company shall, when notified by the miner, do the necessary work to protect the roadway.

### Falls, Etc.

(c) When a fall of slate occurs between the inside props and the face of his room of an average thickness not to exceed three inches, he shall immediately remove such fall, and in case of his neglect to do so, the company may do such work and charge the expense thereof to such miner. If of a greater thickness he shall notify the mine foreman, and if the mine foreman or his representative fail to visit the miners' room within two hours after notification, the miner shall clean the fall at the rate of 75 cents per hour, but if, upon visiting the miner's room within the time specified above, the mine foreman and miner affected can agree on a price for cleaning said fall either by the inch, hour, or lump sum, they shall do so; if by the inch, it shall be 9 1-5 cents per inch per running yard; if by the hour it shall be 75 cents per hour; if they fail to agree on the lump sum or hour basis, the miner may remove same at 9 1-5 cents per inch. If he refuses to do this he shall immediately notify the mine foreman who shall furnish the necessary labor to make such removal. If the fall is not removed and the place properly secured within twenty-four hours, the miners affected thereby shall be given employment until the same is removed.

### Miners' Right of Appeal.

(d) If any miner is dissatisfied with any decision of the mine foreman, an appeal may be taken to the superintendent and the mine pres-



ident, who shall decide the question, and their decision shall be final, but the miner shall continue at work pending decision.

#### RESOLUTION NO. FIVE

##### **Right to Hire and Discharge—Compensation**

The right to hire and discharge, the management of the mine and the direction of the working force, are vested exclusively in the operator and the U. M. W. of A. shall not abridge this right. It is not the intention of this provision to encourage the discharge of employes or the refusal of employment to applicants because of personal prejudice or activity in matters affecting the U. M. W. of A., nor on account of creed, color or nationality. If any employe shall be suspended or discharged by the company, and it is claimed that an injustice has been done him, an investigation to be conducted by the parties and in the manner set forth in Resolution No. 8, of this agreement, shall be taken up promptly, and if it is proven an injustice has been done, the operator shall reinstate said employe and pay him full compensation for the time he has been suspended and out of employment; provided, that if no decision shall be rendered within five days, the case shall be considered closed in so far as compensation is concerned, except, in cases going to arbitration the compensation limit is extended to ten days.

#### RESOLUTION NO. SIX.

##### **Fatal Accidents and Funerals.**

In the event of an instantaneous death by accident in the mine, the miners and the underground employees shall have the privilege of discontinuing work for the remainder of that day, but work at the option of the operator shall be

resumed on the day following and continue thereafter. In case the operator elects to operate the mines on the day of the funeral of the deceased as above, or whether the death has resulted from an accident in the mine, or from any other cause, individual employes may at their option absent themselves from work for the purpose of attending such funeral, but not otherwise. In the event that the operator shall elect to operate the mine on the day of such funeral caused by instantaneous death in that mine, then from the proceeds of such day's operation each member of the U. M. W. of A. employed at the mine at which the deceased member was employed shall contribute 50 cents and the operator \$25.00 for the benefit of the family of the deceased or his legal representatives, to be collected through the office of the company. Except in fatal accidents as above the mine shall in no case be thrown idle because of any death or funeral; but in case of the death of any employe of the company, or member of his family, any individual employe may at his option absent himself from work for the purpose of attending such funeral, but not otherwise. Where the local union fails to prevent the abuse of the above resolution by parties absenting themselves from work and not attending the funeral the Joint Board shall impose proper penalties.

#### RESOLUTION NO. SEVEN

(Applying to Shooting Coal Mines.)

#### Track Laying by the Miner.

It is agreed that the miner shall lay the track in his working place, and the operator shall have the option of furnishing either wooden or iron track, provided, that if iron track is fur-

nished the rails will be drilled and ready for use. Ties may be of wood or steel; if wood, they must be sawed or flat, and if steel they must be provided with suitable and convenient fastenings. The length of rails furnished by the operator shall not exceed twelve feet. Whenever necessary for temporary use, the miner shall be furnished short length rails.

#### RESOLUTION NO. EIGHT.

#### **Settlement of Disputes—Duties and Limitations of Mine President.**

The duties of the mine president shall be confined to the adjustment of disputes between the pit boss and miners or mine laborers arising out of this agreement or any local agreement made in connection herewith. The mine president and the superintendent are empowered to adjust, and in case of their disagreement it shall be referred in writing to the president of the Iowa Coal Operators' Association and the president of District 13, U. M. W. of A., who may decide the matter, either in person or by representatives; their decisions shall be subject to the review and approval of the presidents; should the presidents fail to agree, they must either submit the matter to arbitration or convene the Joint Board and submit in writing the question in dispute.

No case of discharge shall be submitted to the Joint Board, and in all cases the miners or mine laborers and parties involved (except discharged employes) must continue at work until a final decision is reached in the manner above set forth.

(The Joint Board shall consist of the executive committee of the Iowa Coal Operators' Association and the executive board of District No. 13, U. M. W. of A.)

(b). If any employe doing day work shall cease work because of a grievance which has not been taken up for adjustment in the manner herein provided, and such action shall seem likely to impede the operation of the mine, the mine president shall assist the company in obtaining a man or men to take such vacant place or places at the scale rate in order that the mine may continue at work. In case the mine is shut down in violation of these agreements, or any of them, the organization will at all times furnish all the men required by the operator at the scale rate to properly care for the mine.

It is further agreed and understood no person not an actual employe in the mine can officiate as the mine president.

Note: The superintendent or the mine president will have the right to demand the Local Executive Board, the meeting of said Board not to be held while the mine is in operation, and should they fail to adjust it, it shall be referred as stated above.

#### RESOLUTION NO. NINE

##### **False Top or Bottom and How Paid.**

All false top or bottom, in shooting coal mines of an average thickness of over three inches, shall be paid 9 1-5 cents an inch per running yard; provided when the top can be left up, or the bottom left down, then the company shall not be required to pay the same.

#### RESOLUTION NO. TEN

##### **Adjustment of Deficient Work.**

That all deficient work not covered by this agreement shall be paid for at a price to be mutually agreed upon between the mine boss

and the party concerned; if they cannot agree in any other manner, they may agree on a price per day, and failing to agree the matter shall be referred to the superintendent of the mine and the mine president for adjustment; and in case they fail to agree it shall be referred for final settlement to the operator of the mine (or his representative), and the miners' state president (or some one designated to represent him); the miner shall continue to work pending an investigation and whatever settlement is made shall date from the time the question of deficiency was raised; if the company decides to stop the place no investigation shall be made, but the miner shall be given another place.

### RESOLUTION NO. ELEVEN

#### Price of House Coal.

The price of house coal furnished employes for their own use in the several districts shall be as follows, per ton of 2,000 pounds at the mine:

#### First District—

Putnam county, Mo., mine run per ton	\$3.35
Screened or hand picked lump coal, per ton	3.49

#### Second District—

Lump coal, per ton	\$3.17
Nut coal, per ton	1.97

#### Third District—

Lump coal, per ton	\$3.49
At shipping mines and at local mines per ton	3.81

#### Fourth District—

Lump coal, per ton	\$3.81
Steam coal, through regulation screen, per ton	2.10

## RESOLUTION NO. TWELVE

### Prices for Dead Work.

All labor and dead work not covered in this agreement shall be paid an advance of 20 per cent.

## RESOLUTION NO. THIRTEEN

### Engineers' Duties and Wages.

(a) Engineers, first class, lump coal, 300 tons and over, mine run 425 tons and over, \$176.16 per month; second class, lump coal 200 to 300 tons, mine run 285 to 425, \$169.15 per month; third class, lump coal 200 tons or less, mine run 285 tons or less, \$156.32 per month. Tail rope engineer's wages to be \$5.61 per day or \$156.32 per month, nine hours to constitute a day's work. Sunday work without extra pay shall be confined to customary care, but not operation of machinery or boilers, and such work shall not exceed four hours per day.

### Tonnage.

(b) The tonnage shall be determined by the average of the mine for the month of November of each year effective the following April, based on screened or mine run coal and computed on the basis of the number of hours the mine operates. This scale of wages only applies to mines in operation at least one year, and in all new mines the wages of the engineer shall be advanced with the increased tonnage each month until the maximum rate is reached. In no case shall the engineers, firemen or pumpers, be interfered with or asked to cease work by any local committee or local union official during the life of this agreement.

Note: In computing the scale for the year beginning April 1st, 1920, the month of October, 1919, shall be the basis.

#### RESOLUTION NO. FOURTEEN

### Rules and Wages—Firemen, Pumpers, Blacksmiths and Nightwatchmen.

(a) Firemen and pumpers shall be permitted to work such hours as may be mutually agreed upon between them and the operators, provided that the minimum rate shall be .6532 cents for firemen, and the minimum wages for inside pumpers shall be .711 cents per hour.

(b) Twelve hours for night watchmen, eight hours for blacksmiths, and mechanics shall constitute a day's work, and their wages shall be advanced \$1.00 per day over wages for month of October, 1919, but no nightwatchman now working less than twelve hours shall be required to work more than present hours. All other company men shall be permitted to work 56 hours per week when necessary, but no company men, except those necessary to get men in and out of the mine, shall be compelled to work regularly more than eight hours per day. In case of emergency, mechanics, blacksmiths and other necessary men to make repairs may work longer.

#### RESOLUTION NO. FIFTEEN

### Check Off.

The operators agree to check off all dues, initiation fees, assessments and hospital dues from the miners and mine laborers when desired and this agreement is their authority therefor. The U. M. W. of A., District No. 13, agrees to protect the operators where such checking is done, but no compensation shall be charged for such

deductions; provided that not more than \$5.00 be deducted in any one pay from any one person.

#### RESOLUTION NO. SIXTEEN

##### **Payments and Deductions.**

This agreement is based upon cash payments after deducting mine expenses, organization and hospital dues, accepted orders, house rent and fuel. No discrimination shall be made against any employe refusing to deal in the company store or live in a company house.

#### RESOLUTION NO. SEVENTEEN

##### **Wages of Miners Taken from Face.**

Miners taken from the face shall be paid \$6.00 per day and will be given their turn of cars for one day. Any one refusing to do day work may have his turn stopped; provided he is qualified by experience to do such work; and provided further, that no one shall be required to do such day work two consecutive days and such qualified men shall be called upon in their turn.

Boys cannot be compelled to leave the face to do day work, but if so used they shall be paid the rate of wages provided for that class of work performed, and be given the turn for that day.

#### RESOLUTION NO. EIGHTEEN

##### **Fractional Time.**

When a mine works part of the morning the miners may continue at work until noon; when a mine works part of the afternoon the miners may continue at work for the balance of the day. The operator must notify men as soon as practicable after the mine shuts down.



No miner shall be permitted to work at the face on idle days to make coal ready and shall only be permitted to do work with permission of the mine president the same to be in urgent cases.

This resolution to mean that no miner can work at the face to make coal ready or perform any other labor or do timbering on idle days in his place without the consent of the mine president, and in harmony with the above resolution it must be in urgent cases, and it is further understood that this resolution does not provide that where the company desires to secure miners to perform extra work that they must gain the consent of the mine president and that when such extra help is needed that they can call upon such competent help in their turn as long as they are not displacing any of the regular day men who are qualified to do such work.

#### RESOLUTION NO. NINETEEN

##### **Rules Governing Foreman Doing Day Work.**

The foreman may lend a hand when working a crew, but the company cannot lay off a man and fill his place by working a foreman or boss.

It is not the intent of this resolution that the foreman will be prevented from doing anything that is necessary to keep the mine in operation.

#### RESOLUTION NO. TWENTY

##### **Double Shifting of Rooms.**

There shall be no double shifting of rooms without the consent of the miner or miners affected.

## RESOLUTION NO. TWENTY-ONE

### Shot Examiners' Duties and Qualifications.

(a) In all mines where coal is blasted from the solid, competent persons shall be employed by the company to examine all shots before they are charged. Said examiners shall have the power to prohibit the charging or firing of any shot, which, in their judgment is unsafe. Before entering upon the discharge of their duties, said examiners shall receive certificates of competency from the state mine inspector in the district in which the mine where they are employed is located. No mine foreman employed by the company shall be permitted to act as shot examiner. The state mine inspector shall have the power to refuse to give a certificate to any person to act as shot examiner who, in his judgment, is not sufficiently competent, or he may revoke the certificate granted should it appear that a shot examiner is negligent or careless in the performance of his work.

### When Shot Examiners May Act as Shot Firers.

(b) Whenever a majority of the miners in any mine so decide, they may employ shot firers for said mine, and whenever satisfactory arrangements can be made between the miners and the shot examiners for the same persons to act as shot examiners and shot firers, the same may be done.

### Rules Governing Shot Firing.

(c) The operator shall decide as to the necessity of firing twice a day in mines that have been in operation less than one year, and a majority of the miners employed in any mine shall decide as to the necessity of firing twice a day in all mines that have been in operation more

than a year; provided that in all mines where the majority of the miners decide to fire but once a day, they shall give the operator sufficient time to develop his mine so that the same working force and output per miner per day, shall not be reduced; and provided, further, that if after changing from twice to once a day firing, the majority of the miners in any mine shall decide to return to twice a day firing, or, if, after trying once a day firing for a period of thirty days that the mine is in operation, it shall be proven that the output per miner per day is less than when shooting twice a day, on account of the miner not being able to produce the coal, the operator shall have the right to return to twice a day firing.

### **Safety of Employes and Duties of the Mine Foreman.**

(d) The miner shall keep his working place and the operator the entries as free from dust as practicable, and the entries shall be sprinkled as often as necessary to keep them in damp condition.

(e) In accordance with the state law only sand, soil, or clay shall be used for tamping which shall be placed in, or near each cross cut in entries, when rooms are being turned continuous. Where the block system is used it shall be placed in the center cross-cut on the entry between the rooms, and the shot holes shall be tamped solidly from the powder to the mouth of the hole, whether squibs or fuse are used to ignite the powder. Any shot having blown the tamping shall not be recharged and fired the second time.

(f) The wages of the shot examiners shall be \$6.94 per day, and they may be employed on fractional time at the above mentioned rate.

The operator shall have the privilege of installing electric shot firing machines, provided the expense of firing will be no greater on the miner than the present system.

(g) No person shall interfere with the shot examiner or shot firer in discharge of his duties, except those who have a right to do so, under the state law.

## RESOLUTION NO. TWENTY-TWO

### Condition of Working Places. .

(a) The company shall as far as practicable keep the water off the road and out of the working place. When a miner has to leave his working place on account of water through the neglect of the company, it shall employ said miner at company work; provided that said miner is competent to do such work, or he will be given another working place until such water is taken out of his place.

(b) Where it is an established condition or agreement that the track shall be laid by the company, and a miner has to leave his working place on account of such track not being laid through the neglect of the company, it shall employ said miner at company work when practicable, provided said miner is competent to do such work, or he shall be given another place until such time as such track is laid in his place. In shooting coal mines, it is understood that under ordinary conditions, the miner can demand his switch when his place is in fifteen feet.

## RESOLUTION NO. TWENTY-THREE

### Signals.

In all mines when the men are going to and from their work at regular starting and quitting time, the company shall employ men at the top and bottom of the shaft, whose duty shall be to attend to signal bells.

## RESOLUTION NO. TWENTY-FOUR

### Price and Quality of Powder.

Under the award of the Bituminous Coal Commission, the amount for handling powder and other expense incident to same shall be twenty-five (25c) cents per keg above the cost price of powder in car load lots.

Dynamite caps and fuse shall be sold at cost at the mines and shall be handled as in the past, with no additional charge. The above prices on explosives shall take effect on deliveries of June 9th, 1920.

(The former agreement provided that powder and other explosives be delivered at the miners' working places as early as practicable and to be of standard grade and quality.)

### Regulating Character of Powder to Be Used in Coal Mines and to Conform to the Following Specifications.

(a) It shall have a specific gravity of not less than 1.74 nor more than 1.90.

(b) It shall have a moisture content of not to exceed one per cent at the time when shipped by the manufacturer or his agent.

(c) Said powder shall be sold for use in coal mines only in seven sizes of granulation to be determined as follows:

CCC shall be powder which shall pass through a screen having round hole perforation of 40-64 of an inch in diameter and remain on a screen having round hole perforation of 32-64 of an inch in diameter.

CC shall be powder which shall pass through a screen having round hole perforation of 36-64 of an inch in diameter and remain on a screen having round hole perforations of 26-64 of an inch in diameter.

C shall be powder which shall pass through a screen having round hole perforation of 27-64 of an inch in diameter and remain on a screen having round hole perforations of 18-64 of an inch in diameter.

F shall be powder which shall pass through a screen having round hole perforations of 20-64 of an inch in diameter and remain on a screen having round hole perforations of 12-64 of an inch in diameter.

FF shall be powder which shall pass through a screen having round hole perforations of 14-64 of an inch in diameter and remain on a screen having round hole perforations of 7-64 of an inch in diameter.

FFF shall be powder which shall pass through a screen having round hole perforations of 9-64 of an inch in diameter and remain on a screen having round hole perforations of 3-64 of an inch in diameter.

FFFF shall be powder which shall pass through a screen having round hole perforations of 5-64 of an inch in diameter and remain on a screen having round hole perforations of 2-64 of an inch in diameter.

In testing powder for size of granulation as herein required, it shall be permissible for a giv-

en size to contain not to exceed  $7\frac{1}{2}$  per cent by weight of grains of the size next larger and  $7\frac{1}{2}$  per cent by weight of grains of the size next smaller.

When there is any complaint against the brand of powder in use in any mine a joint investigation shall be made under the authority of the Joint Board and their decision shall be final.

#### RESOLUTION NO. TWENTY-FIVE

##### **Sinking and Development of New Mines.**

Sinkers per day of eight hours, \$6.15. This rate of wages shall apply to men employed in opening new slopes and retimbering shafts or enlarging same. Sinkers may be continued at the above wage to complete the bottom partings and any other work in connection therewith, and if the mine is not prepared by that time to operate under the terms of this agreement and the development of entry work begins under this condition, the tonnage and yardage prices as provided for in this agreement to govern the various sub-districts, shall prevail, and twenty-seven (27) cubic feet shall be the basis for measuring a ton of mine run coal.

This to apply to normal entries. In case the entries should be abnormal, then extra compensation for such deficiency shall be allowed, the same to be determined as herein provided for the government of deficient work.

#### RESOLUTION NO. TWENTY-SIX

##### **Regarding Man Train.**

It is hereby agreed that this agreement does not in any way govern the operation of railroad trains, and where such are operated for the purpose of hauling men to and from the mine, all

questions affecting the same must be settled without interfering with the operation of the mine. If any disagreement occurs locally, the question shall be referred to the district presidents of the two associations.

#### RESOLUTION NO. TWENTY-SEVEN

##### **Ambulances, Bandages, Etc.**

At all mines the operator shall keep a supply of blankets, oil, bandages, and stretchers, and in case of accidents, shall furnish a suitable conveyance to care for and convey the injured persons to their homes.

The Joint Board shall encourage "First-Aid to the Injured" work, and a committee of three operators and three miners shall be appointed for this purpose.

#### RESOLUTION NO. TWENTY-EIGHT

##### **Railroad Car Question.**

It is understood that an operator shall not ask the miners to go to work when he has no assurance of cars, or less than enough to provide two hours work, but when the operator has the assurance that cars will be received within two hours from the starting time, the men shall go to their working places.

If cars are not received at the end of two hours, the operator must notify the men immediately, and the miners shall not be required to go to work the next day, unless enough cars are at the mine for at least one-half day's continuous operation. If an operator abuses this resolution he shall be fined \$25.00 for each offense.



## RESOLUTION NO. TWENTY-NINE

### Square Turn.

In all mines, the mine foreman must keep a square turn as nearly as possible, and the turn must be made even once each pay or oftener, if practicable.

## RÉSOLUTION NO. THIRTY

### Penalties for Violation of Agreement.

(a) Should any local union or its members employed at any mine cause the mine or a part of the mine to shut down, in violation of this agreement (where the state mining law is not being violated) each member of the U. M. W. of A. employed at said mine, except those who continue at work, shall be fined two dollars (\$2.00) for each day or part of a day the mine is thus thrown idle.

When the miners shut a mine down, or part of the mine, because they claim the state mining law is being violated, and the above fine is assessed, and it should be proven upon investigation that said law was being violated, as they claimed, then the operator shall be fined two dollars (\$2.00) per day per man affected; provided that the miners have handed to the operator or his representative a written statement, signed by officers of the local union at the time of said shut down and before they leave the premises, setting forth why the shut down occurred, also how and wherein the said law was being violated.

(b) Should any operator, or his representatives, cause the mine or a part of the mine to shut down in violation of this agreement, where the state mining law is not being violated, he shall be fined two dollars (\$2.00) per man af-

fect, for each day or part of a day the mine is thus thrown idle.

(c) Any U. M. W. of A. officer or committeeman who shall advise or encourage any employe to refuse or cease work, where he has a right to work under this agreement, may be discharged.

(d) Any operator, who, through his mine foreman or any other representative, refuses to live up to this agreement, as interpreted by joint authority or refuses to redeem any written promise he makes an employe, or causes any employe to lose work that he is entitled to under this agreement shall be fined five dollars (\$5.00) for each offense.

(e) Whenever at any mine one or more men regularly employed at day work refuse or fail to work, because of any grievance he or they shall be fined two dollars (\$2.00) for each day or part of a day.

(f) Not more than five days' fine can be assessed, by either party for any one shut down in violation of this agreement.

(g) All fines assessed against employes under this agreement shall be collected by the operator from the pay for the half month in which the violation of the agreement occurred, or the first money due thereafter, and the operator shall remit the same to the treasurer of the Joint Board within twenty days after collection, with an itemized statement of the same for the U. M. W. of A., and the Coal Operators Association. A failure on the part of the operator to do so shall make him liable to a penalty of 50 per cent of the amount involved.

(h) All fines assessed against the operator

shall be remitted to the treasurer of the Joint Board within twenty days after official notice is given in writing. Said notice shall be given within two weeks from the alleged violation, stating the cause of the fine from the local union to the operator affected.

All fines provided for in this agreement shall be automatically collected and any operator failing to collect such fine shall pay a penalty of \$2.00 for each employe subject to be fined, the same to be collected and retained in the Miners District Organization. And in no case shall any fine be refunded except by mutual agreement of the accredited representatives of the operators and the miners.

It is further agreed that where any employe enters suit in the civil courts to recover any fine collected in accordance herewith the District Organization shall reimburse the operator for expense incurred on account of such suit.

The Joint Board may use all the monies received from fines for such worthy purposes as it may deem proper.

### **Right of Appeal.**

If any local union or operator claims that a fine has been collected contrary to the terms of this agreement, they shall have the right of appeal to the Joint Board. Any appeal not settled within thirty (30) days must be arbitrated.

### **RESOLUTION NO. THIRTY-ONE**

#### **Labor Saving Machinery.**

The operators have the right to install labor saving machinery in any mine, and such machine work not now covered by this agreement, shall be governed by such scale as the Joint Board

may determine, and until such scale is made by Joint Board the machines shall be operated on the following basis by the day:

Runner, per day -----	\$6.41
Shoveller, per day -----	6.15
Loader, per day -----	6.15

Loader to furnish his own tools for the above prices.

#### RESOLUTION NO. THIRTY-TWO

In all new shooting coal mines opened during the term of this agreement there shall be end doors in mine cars. This shall not prevent the use of open end cars for the handling of dirt.

#### RESOLUTION NO. THIRTY-THREE

##### Districts.

The district provided for in this agreement shall be understood as follows: District No. 1, all mining coal mines in Appanoose and Wayne counties, Iowa. District No. 2, all shooting coal mines in Wapello, Marion, Monroe, Davis, Warren, Lucas, Mahaska and Keokuk counties. District No. 3, all shooting mines of Polk, Jasper, Dallas and Boone counties. District No. 4, all mining coal mines of Boone and Webster counties.

When a new mine is opened and there is any question as to which district it should be placed in, the Joint Board shall decide as to the district, or if it is found necessary to have a special scale for said mine, the Joint Board shall make such scale as to them seems just and proper.

#### RESOLUTION NO. THIRTY-FOUR

##### Time Limit in Which Cases Shall Be Taken Up and Disposed of.

It is understood that all cases arising out of

this agreement shall be taken up for investigation and settlement, within the time limits herein specified.

(1) All discharge cases must be taken up and settled within one week from date discharge occurs.

(2) All deficiency cases must be disposed of within two weeks from date case was placed in the hands of the officers.

(3) All other cases arising out of this agreement shall be disposed of within thirty (30) days including cases going to the Joint Board.

## RESOLUTION NO. THIRTY-FIVE

### Local Demands.

There shall be no demands made locally which are in conflict with this agreement and all established working local agreements and customs heretofore existing not in conflict with the present agreement, shall remain in force, unless changed by mutual consent.

Signed on behalf of the Operators.

DAN CUSHING,

President.

GEORGE HEAPS, JR.

Secretary.

Signed on behalf of the Miners.

J. C. LEWIS,

President.

JNO. GAY,

Secretary.











