

*Clause 27.—Right of Contract.*

The Management shall have the undisputed right to contract for the execution of special work, underground or overground.

*Clause 28.—Working-hours.*

To be in accordance with the Coal-mines Act, 1908, and its amendments. Overtime shall be paid at the rate of time and a quarter.

*Clause 29.—Holidays.*

Good Friday and Easter Saturday, Labour Day (or any other day substituted for same), the 25th, 26th, and 27th days of December, and 1st and 2nd January. Miners employed on Sundays and holidays to be paid at the rate of time and a half, in conformity with the Coal-mines Amendment Act, 1908.

*Clause 30.—Pay-day.*

All wages to be paid fortnightly.

*Clause 31.—Starting New Hands.*

In all cases where the Company is starting new hands during the term of this agreement, it shall be the duty of the Company to inform every new worker that the employers and workers are working under an industrial agreement, and that such worker is required to become a member of the Union.

*Clause 32.—Coal-supply.*

Coal for their own use to be supplied to employees that reside in the district, at the following rates: Coal, screened, 10s. per ton; coal, unscreened, 9s. per ton; coal, nuts, 7s. per ton.

*Clause 33.—Penalty for taking Tools.*

Any workman found guilty by the Union of wilfully taking or otherwise removing another workman's tools so as to cause the owner undue inconvenience shall be fined the sum of 12s. for each offence. The Mine-manager upon the request in writing of the Union to deduct the fine and pay the same to the person whose tools have been thus taken or removed.

*Clause 34.—Measuring of Working-places.*

The method of measuring the thickness of a working-place when assessing the tonnage rates as fixed in clauses 1, 5, and 8 of this agreement shall be as follows: The thickness of a working-place shall be the distance from the floor to the coal roof, average across the face being worked. Any layer of stone below the floor of the seam, or likewise any layer of stone above the roof of the coal which may be taken up or down respectively for the purpose of increasing the height, shall be eliminated from the said measurement, as also will any occurrence such as the collapsing of roof when extracting pillars be eliminated when taking the said measurements.

*Clause 35.—Preference to Unionists.*

So long as the Union retains its registration under the Industrial Conciliation and Arbitration Act, 1908, and its amendments, and so long as its rules provide for all matters affecting the conditions of labour at the Puponga Mine being dealt with by a separate branch of the Union composed solely of workers employed at the said mine, the Company will give preference to members of the Union requiring employment, provided they are suitable and have not previously been discharged from the mine for any breach of the Coal-mines Act or other misconduct.

*Clause 36.—Matters not provided for.*

Anything not provided for in this agreement shall be arranged between the Company's Mine-manager and the Executive of the Union, and failing a satisfactory agreement being arrived at between them the matter in dispute shall be submitted to a Judge of the Arbitration Court, whose decision shall be final.