THE Teralba Collieries

AGREEMENT.

1912.

Name

Lodge.

Newcastle:
T. McLuckie Printer, Newcomen Street.

1812.
THE TERALBA COLLIERIES' AGREEMENT.

It is hereby agreed between the representatives of the Teralba Collieries, namely: Northern Extended, Pacific, Northumberland, and Rhondda, and the Teralba Collieries employees' representatives, that the following rates of payment, terms, and conditions hereinafter set forth shall obtain at these collieries:

Wages.—Wages to be paid on the declared selling price of the best Borehole coal at the port of Newcastle, on the present declared selling price of 11/- per ton.

Rates.—Shooters and fillers after machines to be paid at the rate of one shilling and two pence three fathings (1/2d) per ton and to rise and fall one fathings (1d) for every three pence (3d) rise and fall on the above selling price.

Pillars.—Pillar work in which the system called modified long-wall in use at Rhondda, shall be included, shall be paid 1d per ton less than the above rates.

Machine Men.—First hand on the machines to be paid eleven shillings and three (11/3) per shift; second hand to be paid at the rate of nine shillings and nine pence (9/9) per shift. These rates to rise and fall at the rate of one penny half-penny (1½d) for every three pence (3d) rise and fall in the declared selling price of the Borehole coal as stated above. The machine-boy to be paid as per Award which will govern boy labour to be given by the Joint Committee at a future date.

Setting Slabs.—The rate for setting of slabs shall be as follows.—
6d per slab for 6 feet slabs, and 1d per foot or part of a foot over six feet (6 feet) up to twelve feet (12 feet):
Special timber to be set by shiftmen or to be done by shiftwork.

Yardage Rates.—Payment for narrow work shall be up to 15 feet, at the rate of two shillings and two pence (2/2) per yard, and over 15 feet and less than 18 feet, and under 9 feet wide, special arrangement to be made between the manager and the men for compensation.
Crosscuts 6d per yard extra.

Definition.—A cross cut is that which is driven at an angle of 22½ degrees from the heading or bord course.

Wet Places.—Working in wet places to be paid for at the rate of one shilling (1/-) per man per shift in addition to the ordinary rate per shift, where there is an unusual quantity of water; provided that in cases of this class machinemen working under similar conditions shall be entitled to a like consideration.
Dirt Penalties.—Existing conditions to remain unaltered.

Pick-won Coal.—Before starting pick-won coal, the conditions for such work are to be arranged.

Coupt Skips.—All coupt skips shall be at once marked "coupt" by the person in charge of them at the time they are coupt, who shall also report the occurrence to the flatter or person to whom he delivers the skip at the time of delivery. Any skip so marked and reported shall be taken to be a coupt skip, unless otherwise ordered by the management, which may investigate the case if it thinks proper; but, if it does so, must do so within 24 hours of the alleged couping. If any complaint is made of a skip alleged to have been coupt not being allowed at its proper weight, whether such skip has been marked or not, such complaint shall be dealt with and the miner informed of the result within 24 hours of the complaint, otherwise full weight shall be allowed.

Unclaimed Skips.—All unclaimed skips are to be placed to the credit of the Checkweighman’s fund.

Timber and Rails.—Timber and rails removed by machine men are to be replaced by the management ready for the next shift.

Weighing Coal on Idle Days.—No coal to be weighed on idle days without notifying the Checkweighman.

Minimum Height.—As the Teralba seams have never been as low as 6 feet, we make no award as to minimum height of seam, but we direct that the present method of working the seam in regard to height shall continue until an alteration is duly authorised.

Machine Cutting Up.—If the floor of the machine cut rises in any part of the cut more than 6 inches about the level at which the cut should start above the floor of the seam, one farthing per ton of the coal in the said cut shall be paid for each inch by which the cut rises above 6 inches. This shall not apply to swallows and inequalities in the floor. The sums so payable shall be divided equally between the men composing the working party.

Cavilling Conditions.

1. Not less than one week before the end of each quarter the mine manager at each mine shall supply the lodge secretary or checkweighman with: (1) The number of places and special places to be cavilled for; (2) the number of parties which he requires; (3) the number of men to be included in each party; and (4) the number of places to be cavilled for by each party. Such lists of places shall include all the special places and all the ordinary working places then open in the mine, with the exception of such places as the mine manager wishes to reserve as spare places, of which spare places not less than two shall be reserved in each district.

2. The men then engaged in shooting and filling at tonnage rates in the mines shall then form themselves into parties so constituted as that (1) their whole number shall be included in such parties, and (2) there shall be in each party at least one miner for every shift who is qualified and competent, and in whom the men have reason to believe the mine manager has confidence, and the men shall then supply a list of such parties, and the names of the men in each party to the mine manager.
3. If on consideration of the list, the mine manager finds that the composition of any of the parties is not, to his mind, entirely satisfactory, from the point of view of the safe and efficient working of the mine, he may notify his objection to the men, who must then reconstitute the party to meet his views.

4. If the men so wish, the scrutineers of the cavil may interview the manager about his objections, if any, but the decision of the manager shall be final.

5. As to parties cavilled for special places, the manager shall have the right to object to any party which, in his opinion, may be unsuitable, such objection shall be made after the names have been supplied to the manager and before the cavil is drawn, but this provision is not taken to limit the general power of the manager to object at any time to whatever he considers dangerous.

6. The manager shall not, in objecting to the constitution of any party, do so from the point of view that the parties as formed will be unequal in speed of output.

7. The cavil shall then be drawn. Where the special places are not in the general cavil, the special places shall be drawn first.

8. If work in any special place or places shall be begun or be resumed during any quarter, any party wishing to do so may apply to cavil for such place or places for the remainder of such quarter, subject to the same right in the manager to object as in hereinafter provided in clause 5 as to the quarterly cavil, and the cavil shall be drawn accordingly. If no party wishes to cavil, the place may be worked for the rest of the quarter by any party which the manager may form, or, if no satisfactory party can be formed, on shiftwork. The places which shall be left by any party successful in such cavil may, during the absence of such party, be worked either by another party, or, if no other satisfactory party is available, on shift work. Should work in the special place be completed or stopped before the end of the quarter, the party working therein shall be entitled to return, and, if required to do so, shall return, to its former place for the remainder of the quarter.

9. If, on any party coming to the mine on any day, it is found that none of the places cavilled by that party have been cut by the machines, such party shall be entitled to go, and if required to do so, shall go, as directed by the undermanager or deputy, into a spare bord or place in that district that has been cut and not worked since the cut, if there is any such special bord or place; and if not, then such party shall be entitled to go, and, if required to do so, shall go, as directed by the undermanager or deputy, into any bord or place in that district which has been cut and not worked since the cut, but which, by reason of the absence or incompleteness of the party which has cavilled that place is not being worked on that day, if there is any such bord or place. Provided that if the bord or place to which such party goes is situated more than two hundred (200) yards from the nearest of the places of such party, the tools of such party shall be moved for them without delay into the spare or other bord or place; or in default thereof, compensation shall be allowed for moving into such bord or place at the rate of one farthing per man for every minute lost through such default. If a party is to work in a spare bord or place, such party shall, if possible, be notified thereof, when entering the district, by notice on the black-board or otherwise.

All existing conditions not herein specified to remain unaltered.
Signed for and on behalf of the Proprietors of the Teralba Collieries,

F. R. CROFT
N. J. CLARK
GEO. DURIE, Junr.

Signed for and on behalf of the Employees of Teralba Collieries,

BEN. REES
A. TEECE
J. CASEY
W. HAYDON

This Agreement ratified.

CHAS. HIBBLE,

Chairman, Joint Committee.

10th July, 1912.