

equal duration at some other convenient time without thereby affecting the employment of any such man. This proviso shall also apply to youths when employed in batteries or reduction-works.

7. No work shall be done on Sundays or any of the holidays above mentioned except in batteries or reduction-works and except work which is of absolute necessity.

*Monday and Saturday Shifts.*

8. The night shift following the Sunday shall go on at 1 a.m. on Monday morning and shall cease work at 8 a.m. The day shift on Saturday shall go on at 8 a.m. and shall cease at 2 p.m. The afternoon shift, on Saturday shall go on at 2 p.m. and shall cease work at 8 p.m.

*Hours of Labour.*

9. Except as mentioned in the last clause, the hours of work shall be eight hours at the face in each shift, in which eight hours the usual allowance shall be made for crib-time.

*Matters not provided for.*

10. Any matter not provided for in this agreement may be settled by agreement between the Company concerned and the committee of the Workers' Union.

*Preference of Unionists.*

11. So long as the rules of the Workers' Union permit any person of good character and sober habits now employed as a miner in this industrial district, and any other person now residing or who may hereafter reside in this industrial district, and who is of good character and sober habits, and who is a competent miner, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join the Workers' Union, without ballot or other election, and shall give notice of such amendment, with a copy thereof, to each of the Companies, then and in such case and thereafter each of the Companies shall employ members of the Workers' Union in preference to non-members, provided that there are members of the Workers' Union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it: Provided that this clause shall not interfere with engagements now subsisting between any Company and non-unionists, but that such Company may continue to employ any miner or other person now actually employed by such Company as heretofore although such miner or other person may not be a member of the Workers' Union, and although such miner or other person may, from want of work in the mine or otherwise, be from time to time not actually employed in the mine.

12. No Company shall discriminate against members of the Workers' Union, and no Company shall, in the employment or dismissal of men or in the conduct of the mine, do anything for the purpose of injuring the Workers' Union, whether directly or indirectly.

13. When members of the Workers' Union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.

14. The Workers' Union shall keep in some convenient place in Reefton a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all members of the Workers' Union for the time being out of employment and desirous of obtaining employment, with a description of the branch of mining employment in which each such person claims to be proficient, and the names, addresses, and occupations of every Company or person by whom any such member of the Workers' Union has been employed during the preceding nine calendar months. Immediately upon any such member of the Workers' Union obtaining employment or ceasing to desire employment, a note thereof shall be entered in such book. The executive of the Workers' Union shall use their best endeavours to verify the entries contained in such book, and the Workers' Union shall be answerable as for a breach of this agreement in case any entry therein shall be wilfully false to the knowledge of the Workers' Union or in case the executive of such Union shall not have used reasonable endeavours to verify the same. Such book shall be open to each of the Companies and to the servants of each of them between 9 a.m. and 5 p.m. on every working-day except Saturday, and on that day between 9 a.m. and noon. If the Workers' Union shall fail to keep the employment-book in manner provided by this clause, then and in such case, and so long as such failure shall continue, the Companies or any of them may employ any person or persons, whether a member of the Workers' Union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice shall be given by the Workers' Union to each Company in writing of the place where such employment-book is kept and of any change in such place.

15. This agreement shall be filed as an industrial agreement with the Clerk of the Westland Industrial District after execution, and shall remain in force for two years from the 21st day of January, 1902.

In witness whereof the said parties hereto have executed these presents the day and year first aforesaid.

CONSOLIDATED GOLDFIELDS OF NEW ZEALAND (LIMITED)

(By its Attorneys,

ERNEST W. SPENCER,

S. L. P. FREE).

Signed by the Consolidated Goldfields of New Zealand (Limited), by its Attorneys, Ernest William Spencer and Smith Laughton Patrick Free, in the presence of—Henry S. Castle, Accountant, Reefton.