

Desiring to cooperate with the objectives of the government to increase purchasing power, and pending the approval by the President of the United States of a code of fair competition for the bituminous industry, the following scale of wages will be paid by the Shawmut Mining Company at its Proctor No.1, Proctor No.2 and No.31 Mines.

Effective July 16, 1933

MINING RATES

| | |
|-------------------------------|-------------------|
| Pick Mining | .68 Cts. net ton. |
| Machine Mining | .44½ " " " |
| Cutting & Scraping-Short Wall | .09½ " " " |

INSIDE DAY LABOR

| | Per day 8 hrs. | |
|----------------------|----------------|------|
| Motorman | " " " " | 4.00 |
| Spragger | " " " " | 3.84 |
| Track Layer | " " " " | 3.84 |
| Track Layer's Helper | " " " " | 3.44 |
| Lineman | " " " " | 3.84 |
| Other Inside Labor | " " " " | 3.44 |

OUTSIDE DAY LABOR

| | Per day 8 hrs. | |
|----------------------------------|-------------------|------|
| Coal Dumper | " " " " | 3.08 |
| Rock Dumper | " " " " | 3.00 |
| Car Dropper | " " " " | 3.08 |
| Sand Dryer | " " " " | 3.00 |
| Scaler | " " " " | 3.00 |
| Electrician's Helper | " " " " | 3.44 |
| Blacksmith | " " " " | 4.00 |
| Car Repairman | " " " " | 3.42 |
| Common able bodied outside labor | | 3.00 |
| | (per day 8 hours) | |

ALL OTHER RATES_ to be adjusted proportionately.

SHAWMUT MINING COMPANY

General Manager.

IMAPS # 15807