

—SCALE OF WAGES IN FORCE AT MINES OF SHAWMUT MINING CO.—  
 UNDER SCALE AGREEMENT DATED APRIL 1ST, 1920.

\*492

| CLASS OF WORK.                    | No. 5     | No. 10            | No. 31       | No. 42        | No. 41        | PROCTOR     | RAMSAY        | TYLER         |
|-----------------------------------|-----------|-------------------|--------------|---------------|---------------|-------------|---------------|---------------|
| <b>— PICK MINING —</b>            |           |                   |              |               |               |             |               |               |
| Pick Mining                       |           | No. 5             |              |               |               |             |               |               |
| " All Coal over 4'-0"             |           | 1.1431            |              |               |               |             | 1.1431        |               |
| " " " 3'-0" to 4'-0"              |           |                   | 1.1546       | 1.1546        | 1.1546        | 1.1546      |               | 1.1546        |
| " " " " under 3'-0"               |           |                   | 1.2146       | 1.2146        | 1.2146        | 1.2146      |               | 1.2146        |
| " " " 2'-8" to 4'-0"              | 1.7707    | 1.7707            | 1.5403       |               |               |             |               |               |
| " " " 2'-6" to 2'-8"              | 1.7507    | 1.7707            | 1.5103       |               |               |             |               |               |
| " " " " under 2'-6"               | 1.7707    | 1.7707            | 1.5203       |               |               |             |               |               |
| Fire Clay Mining                  |           |                   | 1.5103       |               |               |             |               |               |
| Bonus on Pick Coal Mining - None  |           |                   | 1.5403       |               |               |             |               |               |
| <b>— MACHINE MINING —</b>         |           |                   |              |               |               |             |               |               |
| Machine Loading                   | 8815      | 7779 - Over 4'-0" | 7925         | 7925          | 7925          | 7925        | 7779          | 7925          |
| Cutting & Scraping - Short Wall   | 1.743     | 91 - 2'-11-8"     | 1.938        | 1.938         | 1.938         | 1.938       | 1.7510        |               |
| " " " " " " " "                   | 7561      | 94 - 2'-11-8"     | 7684         | 7684          | 7684          | 7684        | 7356          |               |
| Cutting                           |           | 97 - 2'-11-8"     |              |               |               |             |               |               |
| Scraping                          |           | 100 - 2'-11-8"    |              |               |               |             |               |               |
| Cutting & Scraping - Short Wall   |           |                   |              |               |               |             |               |               |
| Cutting                           |           |                   |              |               |               |             |               |               |
| Scraping                          |           |                   |              |               |               |             |               |               |
| Cutting & Loading                 | 1.0573    |                   | 9863         |               | 9863          | 9863        | 9485          | 9863          |
| " " " " " " " "                   | 1.1376    |                   | 1.0609       |               | 1.0609        | 1.0609      | 1.0085        | 1.0609        |
| Bonus on Cutting & Loading - None |           |                   |              |               |               |             |               |               |
| <b>— YARDAGE &amp; EXTRAS —</b>   |           |                   |              |               |               |             |               |               |
| Main Hoisting - Rib               |           |                   |              |               |               |             |               |               |
| " " " " " " " "                   | 539       |                   | 433          | 433           | 433           | 433         | 95            | 1.40          |
| " " " " " " " "                   | 437       |                   |              |               |               |             |               |               |
| " " " " " " " "                   |           |                   |              |               |               |             | 103           |               |
| Air Course                        |           |                   |              |               |               |             |               |               |
| " " " " " " " "                   | 1.97      |                   |              |               |               |             |               |               |
| " " " " " " " "                   | 1.78      |                   | 1.40         | 1.40          | 1.40          | 1.40        |               | 1.40          |
| " " " " " " " "                   |           |                   | 1.37         |               |               |             |               |               |
| " " " " " " " "                   |           |                   | 1.86         |               |               |             |               |               |
| " " " " " " " "                   |           |                   |              |               |               | 09          |               | 09            |
| Cross Cuts -                      |           |                   |              |               |               |             |               |               |
| " " " " " " " "                   |           |                   |              |               |               |             |               |               |
| Rooms                             | 06        |                   | 069          | 069           | 069           | 069         |               | 069           |
| Room Necks - 1st Switch           | 4.46      |                   |              |               |               |             | 7.67          |               |
| " " " " " " " "                   | 7.54      |                   |              |               |               |             |               |               |
| Clay Veins                        |           |                   |              |               |               |             | 7.77          |               |
| Hoisting Clay                     |           |                   | 1.67         |               |               |             |               |               |
| Car Pushing in Rooms              | 0535      | 0535              | 0535         | 0535          | 0535          | 0535        | 0535          | 0535          |
| <b>— INSIDE LABOR —</b>           |           |                   |              |               |               |             |               |               |
| Asst. Foreman                     | 9 Hr. Day |                   |              | 6.06          | 6.06          | 6.06        | 6.06          |               |
| Driver                            | 8 " "     |                   |              |               |               | 75          |               | 75            |
| " Boy                             | " " "     |                   |              |               |               |             |               |               |
| Motorman                          | " " "     | 7.675             |              | 7.675         | 7.675         | 7.675       | 7.675         |               |
| Spreader                          | " " "     | 75                |              | 75            | 75            | 75          | 75            | 75            |
| Trapper                           | " " "     |                   |              |               |               |             |               |               |
| " or Flag Boy                     | " " "     |                   |              |               |               |             |               |               |
| Tracklayer                        | " " "     | 75                | 75           | 75            | 75            | 3.97        | 3.97          | 75            |
| " Helper                          | " " "     |                   | 7.21         | 7.21          | 7.21          | 7.21        | 7.21          |               |
| Roadcleaner                       | " " "     | 555               |              |               |               | 506         |               |               |
| Rock & Timberman                  | " " "     | 75                |              | 75            | 75            | 75          | 75            |               |
| Ditchman                          | " " "     |                   |              |               |               |             |               |               |
| Bratticeman                       | " " "     |                   |              |               |               |             |               |               |
| Pumpman - Power                   | " " "     | 5.77 - 12 Hr.     |              |               |               |             | 5.77 - 10 Hr. |               |
| Liceman - Elec.                   | " " "     | 75                |              | 75            | 75            | 75          | 75            |               |
| " Helper - Boy                    | " " "     |                   |              |               |               |             | 4.79          |               |
| Other Inside Labor                | " " "     | 7.21              |              | 7.21          | 7.21          | 7.21        | 7.21          | 7.21          |
| Cutter                            | " " "     |                   |              |               |               | 7.675       | 7.675         |               |
| Scraper                           | " " "     |                   |              |               |               | 7.317       | 7.317         |               |
| <b>— OUTSIDE LABOR —</b>          |           |                   |              |               |               |             |               |               |
| Hoigh Boss                        | 8 Hr. Day | 6.15              | 6.00         | 6.15          | 6.15          | 6.15        | 6.15          |               |
| Tipple Boss                       | " " "     |                   |              |               |               |             |               |               |
| Coal Dumper                       | " " "     | 6.775             |              | 6.775         | 6.775         | 6.775       | 6.775         | 6.775         |
| Rock Dumper                       | " " "     | 6.75              |              | 6.75          | 6.75          | 6.75        | 6.75          | 6.75          |
| Coal Cleaner - Mine Cars          | " " "     | 6.75              |              |               |               |             |               |               |
| Car Drapper                       | " " "     | 6.475             |              | 6.475         | 6.475         | 6.475       | 6.475         |               |
| Scaler                            | " " "     | 6.475             |              | 6.475         | 6.475         | 6.475       | 6.475         |               |
| Chuck Boy                         | " " "     | 3.97              |              | 3.97          | 3.97          | 3.97        | 3.97          |               |
| Coupler                           | " " "     | 6.25              |              | 6.25          | 6.25          | 6.25        | 6.25          |               |
| " Boy                             | " " "     |                   |              | 3.97          |               |             |               |               |
| Oilor                             | " " "     |                   |              | 6.25          |               |             |               |               |
| " Boys                            | " " "     | 3.97              | 3.97         |               |               |             |               |               |
| Coal Cleaner - R.R. Cars          | " " "     | 6.85              |              | 6.25          | 6.25          | 6.25        | 6.25          |               |
| Loaders -                         | " " "     | 6.66              |              | 6.70          | 6.70          | 6.70        | 6.70          |               |
| Car Drapper                       | " " "     | 6.475             |              | 6.25          | 6.25          | 6.25        | 6.25          |               |
| Dockman                           | " " "     |                   |              |               |               |             |               |               |
| Locomotive Trip Rider             | " " "     |                   |              |               |               | 6.475       |               |               |
| Tramroadman                       | " " "     |                   |              |               |               | 6.25        |               |               |
| Sand Drier                        | " " "     |                   |              | 6.25          | 6.25          | 6.25        |               |               |
| Blacksmith                        | " " "     | 7.21 - 9 Hr.      | 7.21 - 9 Hr. | 6.961 - 9 Hr. | 6.961 - 9 Hr. | 7.5 - 9 Hr. | 5.75          | 7.5           |
| " " "                             | " " "     |                   |              |               |               |             |               |               |
| " Helper                          | " " "     | 6.75              |              |               |               |             |               |               |
| Tool Dresser                      | " " "     |                   |              |               |               | 6.85        |               |               |
| Pick Boy                          | " " "     |                   |              |               |               |             |               |               |
| Car Repairer                      | " " "     | 6.85              |              | 6.85          | 6.85          | 6.85        | 6.85          |               |
| " " "                             | " " "     |                   |              | 6.25 - Helper | 6.25 - Helper |             |               |               |
| Electrician - Helper              | " " "     | 75                |              |               |               |             |               |               |
| Power Plant Engineer              | " " "     | 75                |              | 75            |               |             |               |               |
| " " " " " " " "                   | " " "     |                   |              |               |               |             |               |               |
| Fireman                           | " " "     |                   |              |               |               |             |               |               |
| House Carpenter                   | 9 " "     | 7.025             | 7.025        | 6.24          | 6.24          | 6.24        | 6.24          | 7.167 - 5 Hr. |
| Teamster                          | 8 " "     |                   |              |               |               |             |               | 6.56          |
| Watchman                          | 9 " "     |                   |              | 5.39          | 5.39          | 5.39        |               |               |
| Other Outside Labor               | 8 " "     | 6.25              |              | 6.25          | 6.25          | 6.25        | 6.25          |               |
| <b>— MONTHLY MEN —</b>            |           |                   |              |               |               |             |               |               |
| Foreman                           |           | 705.00            |              | 705.00        | 705.00        | 705.00      | 705.00        | 175.00        |
| " Asst.                           |           | 150.00            |              |               |               |             | 165.00        |               |
| Power Plant Engineer - Day        |           |                   |              |               |               |             | 175.00        | 155.00        |
| " " " " " " " "                   |           |                   |              |               |               |             | 175.00        |               |
| " " " " " " " "                   |           |                   |              |               |               |             | 165.00        |               |
| Electrician                       |           | 1165.00           |              | 185.00        |               | 180.00      | 185.00        |               |
| Barn Boss                         |           |                   | 135.00       |               |               | 144.00      | 135.00        |               |
| Teamster                          |           | 130.00            |              | 130.00        |               | 130.00      | 135.00        |               |
| Locomotive Engineer               |           |                   | 155.00       |               |               | 155.00      |               |               |
| Sub-Station                       |           |                   |              |               |               |             | 150.00        |               |
| Watchman                          |           |                   |              |               |               |             | 85.00         |               |
| " " "                             |           |                   |              |               |               |             | 60.00         |               |
| Blacksmith & Machinist            |           |                   |              |               |               |             | 700.00        |               |

150 per Day added - Aug. 16 - 1920

increased