—Scale of Wages in Force at Mines of Shawmut Mining Co.—
Under Scale Agreement Dated April 30-1917.

CLASS OF WORK.	No. 5	No. 10	No. 31	No. 41	No. 42	RAMSAY	PROCTOR
—PICK MINING—							
Pick Mining Per Net Ton						.8031	
" " All Coal over 4'-0" " " "							
" " " " 3'-0" & over " " "			.8146	.8146	.8146		
" " " " under 3'-0" " " "			.8746	.8746	.8746		
" " " " 2'-8" to 4'-0" " " "	.8802	.8802					
" " " " 2'-6" to 2'-8" " " "	.9102	.8802					
" " " " under 2'-6" " " "	.9302	.9302					
Fire Clay Mining " " "		.4121					
—MACHINE MINING—							
Machine Loading Net Ton	.6061		.5171		.5171	.4975	
Cutting & Scraping - Short Wall " "	.1117		.1292		.1292	.10	
" " " Air & Breast " "			.2038		.2038	.1511	
Cutting " " " " "			.1169		.1169		
Scraping " " " " "			.0869		.0869		
Cutting Short Wall " "							
Scraping " " " "							
Cutting & Loading " " " "							
" " " Air & Breast " "	.7976		.7209		.7209	.6486	
—YARDAGE & EXTRAS—							
Main Heading - Rib Per Yd.						.70	1.02
" " High - 5'-6" on Rail " "	3.93	3.93	3.16	3.16	3.16		
" " " 4'-6" " " " "	3.15	3.15					
" " Rock or Clay - 1" Thick "						.92	
" " " " " - 1" " " "							.0687
Air Course - With Rock & Bony " "	1.40	1.40					
" " ~~Without Rock~~ " "	.93	.93	1.02	1.02	1.02		1.02
" " 4'-6" High With Rock			1.73				
" " With Bony " "			1.36	1.31			
" " Rock or Clay - 1" Thick " "							.05
Cross Cuts - " "							
" " - Rock or Clay - 1" Thick " "							
Rooms " " " " " - 1" " " "			.05	.05	.05		.05
" (Car Pushing) " " " "			.0446	.0446	.0446		.0446
Room Necks - 1st Switch Each	3.25						
" " 2nd " "	2.07					1.95	
Clay Veins Per Ft.						1.65	
—INSIDE LABOR—							
Asst. Foreman 9 Hr. Day			3.66	3.66	3.66		
Driver 8 " "				.45		3.60	
" Boys " " "							
Motorman " " "	.4625		.4625		.4625	3.70	
Sprogger " " "	.45		.45		.45	3.60	
Trapper " " "	.2375	.2375	.2375	.2375			
" or Flag Boys " " "					.2375	1.90	
Tracklayer " " "	.45	.45	.45	.45	.45	3.60	
" Helpers " " "						3.37	
Roadcleaner " " "				.348		3.37	
Rock & Timberman " " "	.45		.45	.45	.45	3.60	
Ditchman " " "						3.60	
Bratticeman " " "						3.60	
Pumpman - Power " " "						3.37	
Lineman - Elec. " " "	.45		.45		.45	3.60	
Other Inside Labor " " "	.33					3.60	
—OUTSIDE LABOR—							
Weigh Boss 8 Hr. Day	3.75	3.07	3.75	3.75	3.75	3.75	
Tipple Boss " " "						3.60	
Coal Dumper " " "	.3775		.3775	.3775	.3775	3.02	
Rock Dumper " " "	.325		.325	.325	.325	2.78	
Coal Cleaner - Mine Cars " " "	.325		.325				
Car Dropper " " " " "	.3475		.3475	.3475	.3475		
Scaler " " "	.3475		.3475	.3475	.3475	2.78	
Check Boy " " "	.2375		.2375	.2375	.2375		
Coupler " " "	.325		.325	.325		2.00	
" Boys " " "	.2375		.2375				
Oiler " " "	.325		.325	.325		2.44	
" Boys " " "		.2375			.2375	1.90	
Coal Cleaner - R.R. Cars " " "	.37		.325	.325	.325	2.96	
Loaders - " " " " "	.37		.37	.37	.37	2.78	
Car Dropper " " " " "	.325		.325	.337	.325	3.02	
Dockman " " "						2.60	
Locomotive - Trip Rider " " "				.3475			
Tramroadman " " "			.325	.325	.325		
Sand Drier " " "	.25				.325	2.60	
Blacksmith " " "	.41	.41	.41	.418	.41	3.60	
" " "						3.32	
Tool Dresser " " "	.386		.386	.386	.386		
Pick Boy " " "						2.30	
Car Repairer " " "	.386		.386	.386	.386	3.08	
" " " " "						2.84	
Electrician - Helper " " "	.421					3.70	
Power Plant Engineer " " "	3.60		3.60		3.60		
" " " Fireman " " "			.40	.3947		3.20	
House Carpenter " " "						3.33	
Other Outside Labor " " "	.25						
—MONTHLY MEN—							
Foreman	115.00	115.00	120.00	125.00	115.00	115.00	125.00
" Asst.	100.00					93.00	
Power Plant Engineer - Day						105.00	
" " " Night						105.00	
" " Fireman						95.00	
Electrician	100.00		100.00		100.00	110.00	
Barn Boss		75.00		73.00		73.00	
Teamster	70.00		70.00			73.00	70.00
Locomotive Engineer		90.00		90.00			

I MAPS # 15856