

MEMORANDUM OF UNDERSTANDING FOR ALL MINES
OF BEAVER CREEK CONSOLIDATED COAL COMPANY

February 16, 1971

The following listed subjects were discussed and agreed upon in a meeting held October 20, 1970, in the office of Beaver Creek Consolidated Coal Company, Wayland, Kentucky. Represented in the meeting were officials of UMWA District 30, officials of Local Unions 1645 and 1741, and Company officials. Names of those attending are attached as Supplement No. 1.

1. All United Mine Workers involved in loading coal from the Number 3 Elkhorn seam and hauling of this coal into the Jones Fork loading point will maintain membership in the Jones Fork Local 1645.
2. All United Mine Workers involved in loading coal from the Number 3 Elkhorn seam and hauling of this coal into the Stinson loading point will maintain membership in Stinson Local 1741.
3. The proposed Stinson #2 and Stinson #3 and other Stinson mines will maintain membership in Stinson Local 1741. These mines will have their own committees, and are considered separate mines in regard to job posting procedures.
4. The Central Cleaning Plant located at Stinson Mine may process coal from all mines, but will be a part of Stinson #1 Mine.
5. The Central Shop is considered a separate unit and will maintain membership in the Jones Fork Local 1645. The Shop personnel are permitted to perform special jobs at any of the mines, such as installing fans, sub-stations, and construction work.
6. The Shop personnel cannot "kick-out" to the mines, nor can personnel at the mines "kick-out" to the Shop. The Shop men have their own seniority and may be transferred from the Shop to any mine and retain their seniority.
7. General underground men, and other "specialists", such as Beltmen, Electricians, etc., may be used on temporary jobs at any of the other mines.

8. When permanent vacancies occur at any of the mines, they will be filled as set forth in the UMWA Contract, paragraph 7 and 8 of the 1968 Agreement.

9. In the event of a reduction in the work force in the mines of the #3 Seam delivering coal to Jones Fork loading point, the employee with the least seniority will be cut off first, regardless of which mine he works in.

In the event of a reduction in the work force in the mines of the #3 Seam delivering coal to Stinson loading point, the employee with the least seniority will be cut off first, regardless of which mine he works in.

10. When reductions of the work force occur, the procedure as outlined in paragraph 9 of the seniority clause of the UMWA Contract will be followed.

Farley Gilley
Joe Davis
Joe Castle

Assistant to Carson Hibbits
District #30 Field Representative
District #30 Field Representative

Representing United Mine Workers Local 1045:

Dave Conley
Doug Osborne
Billy Radtke
Cap Childers

President
Mine Committee
Mine Committee
Mine Committee

Representing United Mine Workers Local 1741:

Henry Setser
Charles Chaffins

President
Financial Secretary

SUPPLEMENT NO. 1

Representing Beaver Creek Consolidated Coal Company:

Dave Bayer	-	Vice President
Tom Wallace	-	Director of Preparation
Alvin Mace	-	Superintendent
Jim Salyer	-	Electrical Shop
Phillip Johnson	-	Personnel Director
John F. Collins	-	Safety Director

Representing United Mine Workers District #30:

Farley Gilley	-	Assistant to Carson Hibbitts
Joe Davis	-	District #30 Field Representative
Joe Castle	-	District #30 Field Representative

Representing United Mine Workers Local 1645:

Dave Conley	-	President
Doug Osborne	-	Mine Committee
Billy Ratliff	-	Mine Committee
Cap Childers	-	Mine Committee

Representing United Mine Workers Local 1741:

Henry Setser	-	President
Charles Chaffins	-	Financial Secretary