



Article 9.12

Mill Operations

Utilityperson, Mill Operator I, II, III, Leach Plant Operator, Cyclone Operator II, and Control Room Operator


The purpose of this memo is to provide further clarification with regards to the rules for Article 9.12 specifically for employees in Mill Operations - *Utilityperson, Mill Operator I, II, III, Leach Plant Operator, Cyclone Operator II, and Control Room (twelve (12) hour continuous shift).*


Article 9.12 of the Collective Bargaining Agreement states:

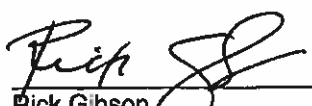
"When opportunities or requirements exist for employees to change shifts or crews within their job classification and within their Department, the Company will review the Department Shift / Crew Transfer Request forms and transfer employees using Department seniority. If there are no volunteers, the Company will transfer employees using Company seniority".

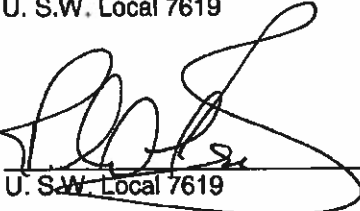
"A Company representative and a representative designated by the Union will meet and establish a set of rules governing the Shift / Crew Transfer Request Form for their area or occupational group".

It is agreed that employees in the Mill Operations group identified above will not be required to utilize Article 9.12 (*Department Shift / Crew Transfer Request Forms*) of the Collective Bargaining Agreement, and that all permanent vacancies will be posted and filled as per Article 10 and the Letter of Understanding *"Filling a Permanent Vacancy in the Job Assignment Listed in the Utilityperson, Mill Operator I, II, III, and Control Room Line of Progression"*.


Bill Kelly
General Foreman, Mill Operations
Date March 28/13


Jim McCarthy
U. S.W. Local 7619
Date March 18th 2013


Rick Gibson
Superintendent, Mill Operations
Date March 26/13


U. S.W. Local 7619
Date March 18, 2013