



LETTER OF UNDERSTANDING

BETWEEN: Teck Highland Valley Copper Partnership
Of the First Part

AND: United Steelworkers
Local 7619
Of the Second Part

SUBJECT: Amendment to Article 19 sub-section 19.13

Article 19.13 reads in part as follows:

The Company undertakes to give at least one (1) months' notice to each employee required by statute to take a medical examination or hearing test. Those employees scheduled for hearing tests will take the test on their own time.

The Company and the Union agree to the following amendment to Article 19.13:

Those employees scheduled for hearing tests will take the test on Company time.

In witness whereof the Parties hereto have executed this Letter of Understanding on the 13th
day of May, 2019.

SIGNED ON BEHALF OF:
TECK HIGHLAND VALLEY COPPER
PARTNERSHIP

Troy Tobin

SIGNED ON BEHALF OF:
UNITED STEELWORKERS
LOCAL 7619

Kyle Wolff