



LETTER OF UNDERSTANDING

BETWEEN: Teck Highland Valley Copper Partnership
of the First Part

AND: United Steelworkers, Local 7619
of the Second Part

SUBJECT: Mill Operations - Line of Progression Separation – Trial

In an effort to resolve the ongoing vacancy / movement issues within Mill Operations, the Parties agree, on a trial basis, to the creation of an additional entry level (asterisk position) within the Mill Operations Line of Progression.

Trial Period

The trial period will be from the signature (agreement) date of this Letter of Understanding (LOU) up to and including December 31, 2018.

During this period, both the Mill Services Utilityperson I (MSU I) and the Utilityperson position will be classified as entry level. In addition, and as a result, the Line of Progression between Mill Services Utilityperson II to Utilityperson, as well as Reagent Mixer to Utilityperson, will be eliminated.

Article 9.12

As per Article 9.12 of the Collective Bargaining Agreement (CBA), shift / crew transfer forms will be utilized to fill vacancies in the MSU I and Utilityperson classifications.

While all posted Mill Operations bargaining unit employees (excluding Building Service Workers) will be eligible to utilize the shift / crew transfer forms, movement will be limited as follows:

- (a) MSU I & II (dayshift - "J" Crew and/or "I" Crew) to Utilityperson (4x4 - "A", "B", "C" and "D" Crew) or;
- (b) Utilityperson (4x4 - "A", "B", "C" and "D" Crew) to MSU I dayshift ("J" Crew and / or "I" Crew) and;
- (c) Reagent Mixer to MSU I (dayshift – "J" Crew and/or "I" Crew) or Utilityperson (4x4 - "A", "B", "C" and "D" Crew)

Should an employee refuse a requested transfer, all of their shift / crew transfer forms will be removed (and returned to the employee) and the employee will be disqualified from submitting any new shift / crew transfer forms for a period of six (6) months.

Only those shift / crew transfer forms that are on file when the vacancy occurs will be considered.

The vacancy(s) that are remaining after the shift / crew transfer form requests have been honored, will be posted companywide in accordance with Article 10 of the CBA.

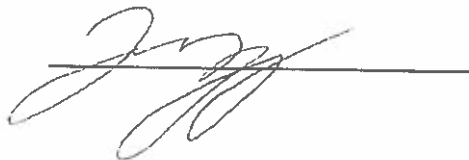
In witness whereof the Parties hereto have executed this Letter of Understanding on the 16th
day of May, 2018.

SIGNED ON BEHALF OF:
TECK HIGHLAND VALLEY COPPER
PARTNERSHIP

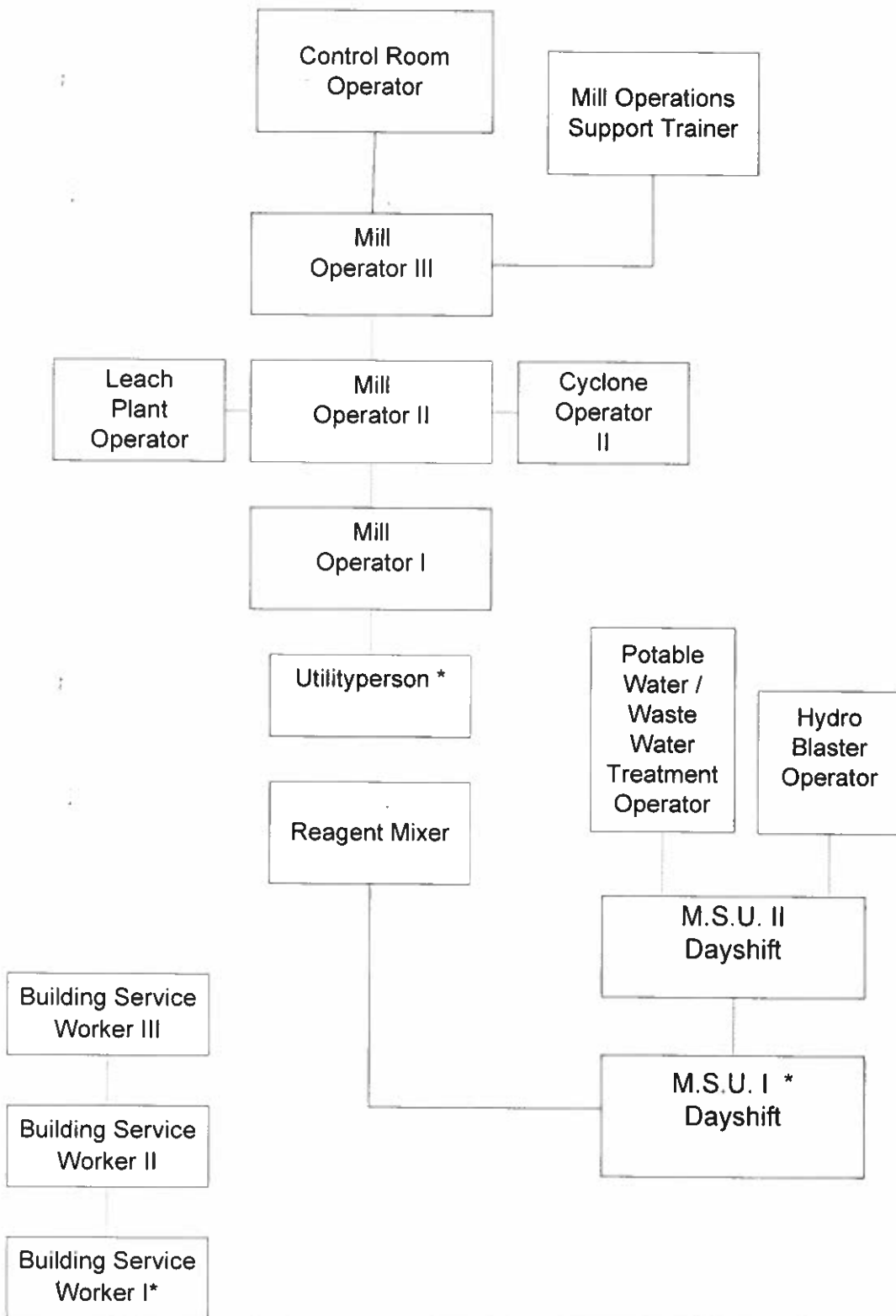


SIGNED ON BEHALF OF:
UNITED STEELWORKERS
LOCAL 7619

Kyle Wolff



Mill Department Operations Line of Progression



NOTE: the Building Service Worker crew will be responsible for all janitorial services and will be assigned work throughout the property



Article 9.12 Shift – Crew Transfer Form

Mill Operations – Line of Progression Separation – Trial

Shifts

- 12 hour continuous
- 10 hour
- 12 hour semi continuous
(Reagents Mixers)

- 2 day shifts / 2 night shifts
- 4 day shifts
- 4 day shifts

Crews

- A, B, C, D
- I, J
- L, R

NAME: _____

PAYROLL NO: _____

JOB CLASSIFICATION _____

DEPT. SENIORITY DATE: _____

REQUEST TRANSFER FROM _____ TO _____ *indicate crew preference(s)

DATE: _____

EMPLOYEE SIGNATURE: _____

SUPERVISOR SIGNATURE: _____

I WISH TO CANCEL MY REQUEST:

EMPLOYEE SIGNATURE: _____

SUPERVISOR SIGNATURE: _____

DATE: _____

**these requests will be sent to the Mill Analyst for filing*