



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 "Support-Trainer" Role

In order to meet the requirements of Mill Operations, the Company and the Union agree to canvass Bargaining Unit Employees, within the Mill Services Utilityperson (MSU) II classification, to perform the role of Mill Operations "Support-Trainer".

Employees selected to perform the role of Mill Operations "Support-Trainer" will be paid wage grade seven (7) while performing training duties.

When the selected employee(s) is not performing assigned training duties, they will be utilized as MSU IIs within their designated crew at wage grade five (5).

General:

- Initially the Company will canvass for two (2) Mill Operations "Support-Trainers" – one (1) on "J" Crew and one (1) on "I" Crew. Both the shift schedule and the number of "Support-Trainers" will be subject to change depending on operational requirements.
- The "Support-Trainer" will provide both practical in-the-field training and classroom training duties that supports the training Supervisor(s) to those within the Mill Operations dayshift group.
- The selected employees will be required to attend "Train the Trainer" sessions which will be hosted by a third party.
- In order to be considered for the role, the selected employees will be required to demonstrate a working knowledge of Teck Highland Valley Copper Partnership's policies and procedures as they relate to the Mill. They will also be expected to demonstrate proficiency and familiarity with WorkSafeBC legislation as well as the Health, Safety and Reclamation Code for Mines in British Columbia.
- Due to the onerous requirements associated with obtaining the Water Treatment and Waste Water certification, those currently working towards this certification will be deemed ineligible for the "Support-Trainer" role.
- The selected employees will, within 90 days of being selected, meet the following requirements:

1. Obtain Mining Industry Human Resources Council (MiHR) Level 1 Certification.
2. Demonstrate proficiency in all equipment operated within the MSU II pool.

Should these requirements not be met within 90 days, the employee will no longer be considered eligible for the "Support-Trainer" role.

- o Article 22 sub section 22.05 of the Collective Bargaining Agreement (C.B.A.) will not apply to those employees who perform the role of Mill Operations "Support - Trainer".

In witness whereof the Parties hereto have executed this Letter of Understanding on the 15 day of January, 2018.

SIGNED ON BEHALF OF:
TECK HIGHLAND VALLEY COPPER
PARTNERSHIP

SIGNED ON BEHALF OF:
UNITED STEELWORKERS
LOCAL 7619



Lisa Hollett



Kyle Wolff