

LETTER OF UNDERSTANDING

BETWEEN: Teck Highland Valley Copper Partnership
of the First Part

AND: United Steelworkers
Local 7619
of the Second Part

SUBJECT: Twelve Hour Shift–Semi-Continuous–Mine Maintenance Tire Shop

The Parties agree to the creation of the following shift schedule, within Mine Maintenance (Tire Shop), which is in keeping with the “shift starting times” identified in Article 12 (Hours of Work) of the Collective Bargaining Agreement:

Twelve Hour Shift – Semi Continuous:

- Twelve (12) hours per day which is based on a work cycle that is eight (8) consecutive weeks (four (4) shifts on, four (4) shifts off) averaging forty-two (42) hours per week.
- The normal hours of work shall be:
 - 4 dayshifts of 6:00 a.m. to 6:00 p.m. followed by;
 - 4 days offand
 - 4 dayshifts of 12:00 p.m. to 12:00 a.m. followed by;
 - 4 days off

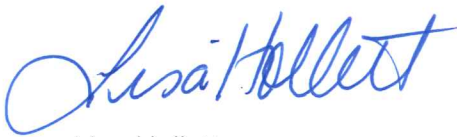
The Company may schedule any operation, employee or group of employees at other time because of emergencies, breakdowns, or preparation for start-up of work and efficiency of the operation.

- Twelve hour shift – semi-continuous – employees shall be entitled to a ten (10) minute break during each half of the shift and two (2) thirty (30) minute lunch breaks normally in the fourth or fifth hour and the eighth or ninth hour of the shift.

Time of breaks may be varied, depending upon operational requirements.

In witness whereof the Parties hereto have executed this Letter of Understanding on the 19th
day of April, 2017.

SIGNED ON BEHALF OF:
TECK HIGHLAND VALLEY COPPER
PARTNERSHIP



Lisa Hollett

SIGNED ON BEHALF OF:
UNITED STEELWORKERS
LOCAL 7619



Kyle Wolff