



LETTER OF UNDERSTANDING

BETWEEN: Teck Highland Valley Copper Partnership
of the First Part

AND: United Steelworkers
Local 7619
of the Second Part

SUBJECT: **Filling of Vacancies Within a Line of Progression While
on Maternity/ Parental Leave**

In recognition of the potential for missed opportunities to advance in an employee's Line of Progression while on maternity / paternity leave, the Company and the Union agree to the following:

Prior to the maternity or parental leave, it will be the employee's responsibility to complete a "contact information form" and provide this form to their immediate Supervisor indicating that when a vacancy in the employee's Line of Progression occurs, the immediate Supervisor will contact the employee to confirm if they wish to post for the position.

If the employee wishes to post for the position, the immediate Supervisor will complete the necessary posting form and submit it on behalf of the employee.

Should the employee be deemed the successful candidate and accepts the position, the Company will fill the position temporarily through Article 10 subsection 10.12 (b) or decide to keep the position vacant if the expected return date will not exceed 45 days.

In either case, upon return from maternity or parental leave, the employee shall be awarded the position.

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