



**MEMORANDUM OF UNDERSTANDING**

Between

**SunHills Mining, LP ("the Company")**

And

**United Steel Workers Local 1595 ("the Union")**

**Re: MOU #17-HV-03 Special Project Work Positions for Union Equipment Trainer(s)**

The Company and Union mutually agree to have six (6) positions that are designated for Special Project Work for Union Equipment Trainer(s). The purpose of this agreement is to outline the structure and time lines of these positions.

- a) There will be six (6) positions / employees selected;
- b) The positions will operate on 12-hour dayshift Ash schedule;
- c) The positions are special in nature, up to 6 months;
- d) To extend these special positions, additional Mutual agreement is required;
- e) Thirty (30) days notice to return to previous shift and bid will be provided;
- f) Candidates for these positions will be selected based on best fit for role, upon mutual agreement from both Management and Union, not seniority based;
- g) Employees working this project are eligible for Over-Time in their permanent bid category only when in-class/out-of-class has been exhausted. With-in the project, Article 16 – Overtime will apply;
- h) Rate of pay will be Shovel Operator rate;
- i) Vacation scheduling will be within the project;
- j) Employees working this project will not be eligible for Lieu Days while on it.

Either party may move to cancel this agreement with 60 days' notice.

This agreement is without precedent and is without prejudice.

Signed this 20th day of October, 2017 in Highvale, Alberta.

For the Company

Ryan Braden  
Managing Director, SunHills Mining

For the Union

Roy Milne  
USW Local 1595, President

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