



MEMORANDUM OF UNDERSTANDING

Between
SunHills Mining, LP ("the Company")
And
United Steel Workers
Local 1595 ("the Union")

Re: MOU-18-HV-01 Temporary Project Work Positions for Overhauls on unit 5320

The Company and Union mutually agree to have six (6) positions that are designated for Temporary Project Work to support the overhaul of unit 5320. The purpose of this agreement is to outline the structure and time lines of these positions.


- a) There will be six (6) positions/ employees assigned to this project;
- b) The positions will follow the rotation of the employees on the project but will have the following start and stop times two (2) employees on day shift - 7:00 am – 7:00 pm, two (2) employees on afternoon shift – 12:00 pm – 12:00 am and two (2) employees on night shift - 7:00 pm – 7:00 am;
- c) The positions are temporary in nature, up to 10 weeks;
- d) Unit 5320 expected start date is January 22, 2018 and is expected to conclude on April 3, 2018.
 - 1) Employees are given 1 day off every 8 days
- e) Requirement to extend these temporary positions past 10 weeks will be mutually agreed;
- f) Candidates interested in these positions will sign up to express their interest. Selection will be based on qualifications, shift crew and then seniority;
- g) Employees which accept these positions will remain at their current rate of pay;
- h) Vacation scheduled and previously approved during this period will be honored;
- i) These employees are off the regular OT list;

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

This agreement is without precedent and is without prejudice.

Signed this 18 day of January, 2018 at the Sunhills Mine.

For the Company



Jacob Grzywacz
Manager, Maintenance, SunHills Mining

For the Union



Roy Milne
USW Local 1595, President