



## MEMORANDUM OF UNDERSTANDING

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

### MOU 18-HV-02 Mobile Maintenance Running Repair Relief Foreman

The Company and Union mutually agree to have an hourly member fill a vacant supervisor position in Mobile Maintenance – Running Repair. The purpose of this agreement is to outline the structure and time lines of this position:

- a) The position shift will be 7 days on, 7 days off, 7 nights on and 7 days off cycle, the same as the other RR supervisors;
- b) The position will last up to 10 weeks, until the vacant position is filled or the position is eliminated, whichever occurs first;
- c) Expected start date is January 31, 2018;
- d) Candidates interested in this position will sign up to express their interest;
- e) Letter of Understanding #2013-05 applies;
- f) The member filling this position will be considered out-classification for Overtime callout;
- g) Vacation scheduled and previously approved during this period will be honored;

Either party may move to cancel this agreement with 30 days' notice.

This agreement is without precedent and is without prejudice.

Signed this 18th day of January 2018 at the Highvale Mine, Alberta.

For the Company



Jacob Grzywacz  
Manager, Maintenance, SunHills Mining

For the Union



Roy Milne  
USW Local 1595, President