



## MEMORANDUM OF UNDERSTANDING

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

### MOU 18-HV-04 Special Project

#### Project Scope

Commencing August 10, 2018, this Special Project shall involve work and associated resources connected to utilizing:

- shovel #5007 move to 509 ramp,
- dragline #8050 move to 504 ramp,
- shovel #5006 move to Pit 9,
- dragline M8750 move to Pit 5, and
- dragline B8750 move to Pit 9
- topsoil from Pit 5,

The Company and Union mutually agree to utilize up to 12 positions to support this project. The purpose of this agreement is to outline the terms and conditions of these positions:

- a) These positions will follow DA and BC straight-day shift schedules;
- b) These positions may be utilized for up to 45 days which may be extended by mutual agreement between the President and Mine Manager. Mutual Agreement to extend shall not be unreasonably withheld.
- c) Expected start date is August 10, 2018;
- d) Selection will be by the employer, based on qualifications, attendance, safety record, and performance; In accordance with 11.07 (b) the Mine Manager will discuss with employees directly to solicit interest and consult in satisfaction of 11.07 (b).
- e) Overtime required for this project will be filled from within the project first, then utilize the normal Overtime system if required;
- f) The members filling these positions will be considered out-of-department group for regular Operations Overtime callout;
- g) Vacation scheduled and previously approved during this period will be honored;
- h) 30 days notice will be given to return to bid shift and position.

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

This agreement is without precedent and is without prejudice.

Signed this 9th day of August, 2018 at Highvale, Alberta.

For the Company

  
Mike Lydon – Mine Manager, SunHills Mining

For the Union

  
Roy Milne – President, USW Local 1595