

Letter of Intent

Between: Teck Highland Valley Copper Partnership ("Company")

and

United Steelworkers, Local 7619 ("Union")

Re: Trial Occupational Health, Safety and Environment Committee (OHSEC) Process

The Parties agree to establish an OHSEC process beginning the date of ratification of the new Collective Agreement. It is understood by both Parties that this letter will alter Articles 11.02 (a), (c) and 11.03 (b) for a temporary trial period of one (1) year.

This letter is to identify, and highlight, the following temporary changes to the above noted sub articles:

- i) The Joint Review Committee
- ii) The Joint Occupational Health, Safety and Environment Committee
- iii) The Departmental Committees

The agreed to temporary changes are as follows:

11.02 (c)

The Joint Review Committee composed of Co-chairs of the Joint OHSEC, the President of the Local Union, General Manager, Manager Human Resources, Superintendent Health and Safety, and two (2) other Union members of the Joint OHSEC shall meet every three (3) months at mutually agreeable times. At such meetings the Parties shall deal with recommendations and unresolved matters received from the Departmental OHSECs and submit its findings to the General Manager.

11.02 (a)

The Joint Occupational Health, Safety and Environment Committee shall be composed of the Superintendent Health and Safety, the OHSEC Co-chairs and the Departmental Co-chairs. The Local Union and the Company shall each designate one (1) member as Co-chairs of the Committee.

11.03 (b)

The Mine, Mill and Administration Department Committees shall consist of the area representatives from the Department and the crew safety representatives on shift at the time of the mid-month and month end meetings and the Department Manager and two (2) other Company designates. The Local Union and the Company shall each designate one (1) member as Co-chairs of the Committee

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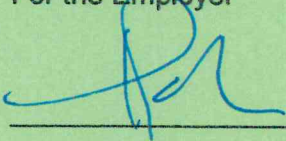
The Parties agree that, upon mutual agreement between the President of the Local, the Co-chairs of the OHSEC, and the Superintendent Health and Safety, this Letter of Intent may be altered or extended prior to, or after, the expiration of the one (1) year trial period.

After six months, this Letter of Intent may be cancelled with 30 days notice by either Party.

The Parties further agree that a "Terms of Reference" will be established between the President of the Local, the Co-chairs of the OHSEC, and the Superintendent Health and Safety.

Signed in counter-part on 29th day of September, 2021

For the Employer



For the Union



Settlement Agreement

Between:

Teck Highland Valley Copper Partnership

("Company")

And:

United Steelworkers, Local 7619

("Union")

Re: Pit Washrooms – JJ-2021-02-11-2

Whereas, a grievance was filed by the Union on behalf of the membership, alleging a breach of the Human Rights, Civil Rights and Privacy Rights of employees, on or around Nov 2nd, 2020,

And whereas, the Employer denies such a breach of the Human Rights, Civil Rights and Privacy Rights of its Employees and denied the grievance on June 8th, 2021,

And whereas, the Grievance was referred to a Section 104 on June 8th, 2021,

And whereas, the Grievance was mediated on August 4th, 2021 without success,


And whereas, the Grievance was moved to section 86 on August 12th, 2021 and the Labor Board assigned Cathy Knapp on August 18th, 2021,

And whereas, during contract negotiations, the parties agreed to the following terms in resolution of all issues related to the Grievance:

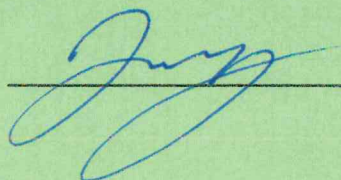
1. The Employer recognizes that all Employees, regardless of gender, should have ready access to appropriate washroom facilities
2. The Company shall provide washroom facilities and a means of sanitizing, no later than March 31st, 2022,
 - a. On all shovels
 - b. In all active mining phases
 - c. On all active dumps
3. If facilities are rendered inoperable, the Employer will provide alternative facilities in a timely manner.
4. The Union agrees to withdraw the grievance as resolved.
5. The parties agree that the terms of this Settlement Agreement are without prejudice and do not constitute any admission of liability on the part of any party to this agreement.

Signed in counter-part on 13th day of September, 2021

For the Employer



For the Union



THE PARTIES AGREE TO THE LANGUAGE AS FOLLOWS:

LETTER OF UNDERSTANDING

BETWEEN: Teck Highland Valley Copper Partnership
of the First Part

AND: United Steelworkers
Local 7619
of the Second Part

SUBJECT: Voting Leave – Indigenous Chief and Council

In keeping with the Parties commitment to support Indigenous members and their communities, the Company and the Union agree to the following:

Employees who are eligible voters in an election held pursuant to the Indian Act, the First Nations Election Act or equivalent legislation will be allowed a minimum of four (4) consecutive hours, free from work, on the day of the election.

Should an employee need further time away from work to participate in the election process, unpaid leave will not be unreasonably denied, subject to the needs of the operations.

Employees will be required to provide confirmation of the election and establish proof of eligibility to participate.

Employees are to provide a minimum of two (2) weeks' notice of the intent to take leave to participate in the election so as to allow operations to plan for the absence.

In witness whereof the Parties hereto have executed this Letter of Understanding on the 5th day of October 2021.

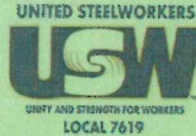
SIGNED ON BEHALF OF:
TECK HIGHLAND VALLEY COPPER
PARTNERSHIP

Troy Tobin

SIGNED ON BEHALF OF:
UNITED STEELWORKERS
LOCAL 7619

Kyle Wolff

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Joint Safety Work Refusal Form

CBA Articles 11.10 and 11.11

11.10 The Company and the Union agree to cooperate in developing and maintaining a strong sense of safety awareness among employees and Supervisors. It is, therefore, recognized that every employee has the right to refuse work if they have reasonable cause to believe that to do so would create undue hazard to the health or safety of any person. The Parties agree to implement and utilize Joint Work Refusal Forms.

11.11

(a) An employee who refuses to carry out any work or operate equipment, tool or appliance in compliance with Article 11 sub section 11.10 shall immediately report the circumstances to their Supervisor, who will supply them with a Joint Work Refusal Form to be filled out by the employee.

(b) The Supervisor receiving the report shall immediately investigate the matter and ensure that any hazardous condition is remedied without delay, or if in their opinion the report is not valid, they shall inform the employee who made the report and record it on the Joint Work Refusal Form.

(c) If the employee continues to refuse to carry out the work, the Supervisor shall make an investigation in the presence of the employee who made the report, together with a Union member of the OHSEC, or their designate, and a crew safety representative having knowledge of the work in question.

(d) If following the investigation set out in Article 11 sub section 11.11(c) above the matter is still unresolved, the matter shall be recorded on the Joint Work Refusal Form and shall be referred to the OHSEC who, together with the Department Manager, shall investigate and make recommendations to the General Manager on a resolution to the matter. The General Manager shall make a final determination in the matter, subject to review by the Ministry of Mines.

(e) While the matter is under investigation, the employee(s) who refuses to work is entitled to be re-assigned alternate work with no loss of pay and to return to the job in question when it is determined safe to do so. No employee will be required or permitted to perform work, where another employee has refused to work, unless the alternate employee in the presence of the Union member of the OHSEC has been informed by the Supervisor of the reason for the refusal and provided a copy of the Joint Work Refusal Form.

(f) A Supervisor shall not knowingly perform or permit an employee to perform work which is, or could create, an undue hazard to the health or safety of any person.

Email Copies to: Manager of the Department, Superintendent of Safety, USW 7619 HSE Co-Chair

Handwritten initials: J Kw



Joint Safety Work Refusal Form
CBA Article 11.10 and 11.11

Date: _____

Work Refusal # WR2021-000

Section 1 – Employee/Supervisor Information

Employee Name: _____	Payroll No: _____
Employee Position: _____	Department: _____
Supervisor Name: _____	Payroll No: _____
Supervisor Position: _____	Department: _____

Section 2 – Details of Work Refusal (11.11(a))

Describe the job assignment and if applicable WO#:

Describe the nature of the safety concern including work refusal reason:

Has the safety issue been investigated by the supervisor (Article 11.11 (b))? YES NO

If no, the Supervisor must investigate the matter prior to continuing

Section 3 – Supervisor Response (11.11(b))

After the Supervisor and the employee have investigated the safety concern resulting in the Work Refusal, complete the following section.

- ☐ A) Job is not safe. Employee has been reassigned and equipment/area is tagged out pending further review
- ☐ B) Job is not safe. To be made safe by completion of the recommendations and steps listed below
- ☐ C) Job is felt to be safe

Recommendations and Steps to make work safe (Use the back of the page if required) :

By Who: _____

When: _____

In the event of response B or C, the employee will sign one of the below:

1. I agree that my safety concern has been addressed: _____
2. I do not agree that my safety concern has been addressed: _____

In the event of response 2, please state response below. Supervisor to contact a Safety Rep (Article 11.11 (c))

Use the back of the page if required

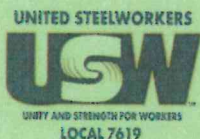
If resolution has been completed, there is no requirement to proceed past Section 3.

Employee Signature _____

Supervisor Signature _____

Closed On: _____

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Joint Safety Work Refusal Form
CBA Article 11.10 and 11.11

Section 4 – Safety Rep Investigation (11.11(c))

Safety Rep Involved: _____

Employee Number: _____

After the Safety Rep, Supervisor and employee have investigated the safety concern resulting in the Work Refusal, complete the following section.

- ☐ **A) Job is not safe.** Employee has been reassigned and equipment/area is tagged out pending further review
☐ **B) Job is not safe.** To be made safe by completion of the recommendations and steps listed below
☐ **C) Job is felt to be safe**

Recommendations and Steps to make work safe:

By Who: _____

When: _____

In the event of response B or C, the employee will sign one of the below:

1. I agree that my safety concern has been addressed: _____
2. I do not agree that my safety concern has been addressed: _____

In the event of response 2, please state response below. Supervisor and Safety Rep are to contact the OHSEC Co-Chairs (Article 11.11 (d))

If resolution has been completed, there is no requirement to proceed past Section 4.

Employee Signature

Supervisor Signature

Safety Rep. Signature

Closed On: _____

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Joint Safety Work Refusal Form
CBA Article 11.10 and 11.11

Section 5 – OHSEC & Department Manager Investigation & General Manager Determination (11.11(d))

OHSEC & Department Manager Names:

The OHSEC and Department Manager shall investigate the safety concern resulting in the Work Refusal and complete the following section.

- ☐ A) Job is not safe. Employee has been reassigned and equipment/area is tagged out pending further review
☐ B) Job is not safe. To be made safe by completion of the recommendations and steps listed below
☐ C) Job is felt to be safe

Recommendations to the General Manager:

By Who:

When:

General Manager Determination:

General Manager Determination to be forwarded to Ministry of Mines for review

OHSEC Union Co-Chair

OHSEC Management Co-Chair

Department Manager

Closed On: _____

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Employee Guidebook

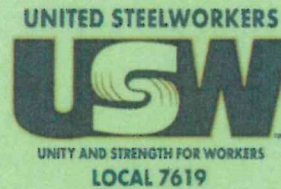
WORKERS' COMPENSATION (WORKSAFEBC)

As per Article 11.07(b):

Should the Company request a meeting with an employee to discuss their claim with the Workers' Compensation Board, they will be entitled to a Union representative, with preference given to members of the Union W.C.B. Committee.

 sept 19/2021

Teck



Disability Employee Guidebook

Short Term Disability (Weekly Indemnity) / Long Term Disability
Return to Work Planning
Modified Work Centre

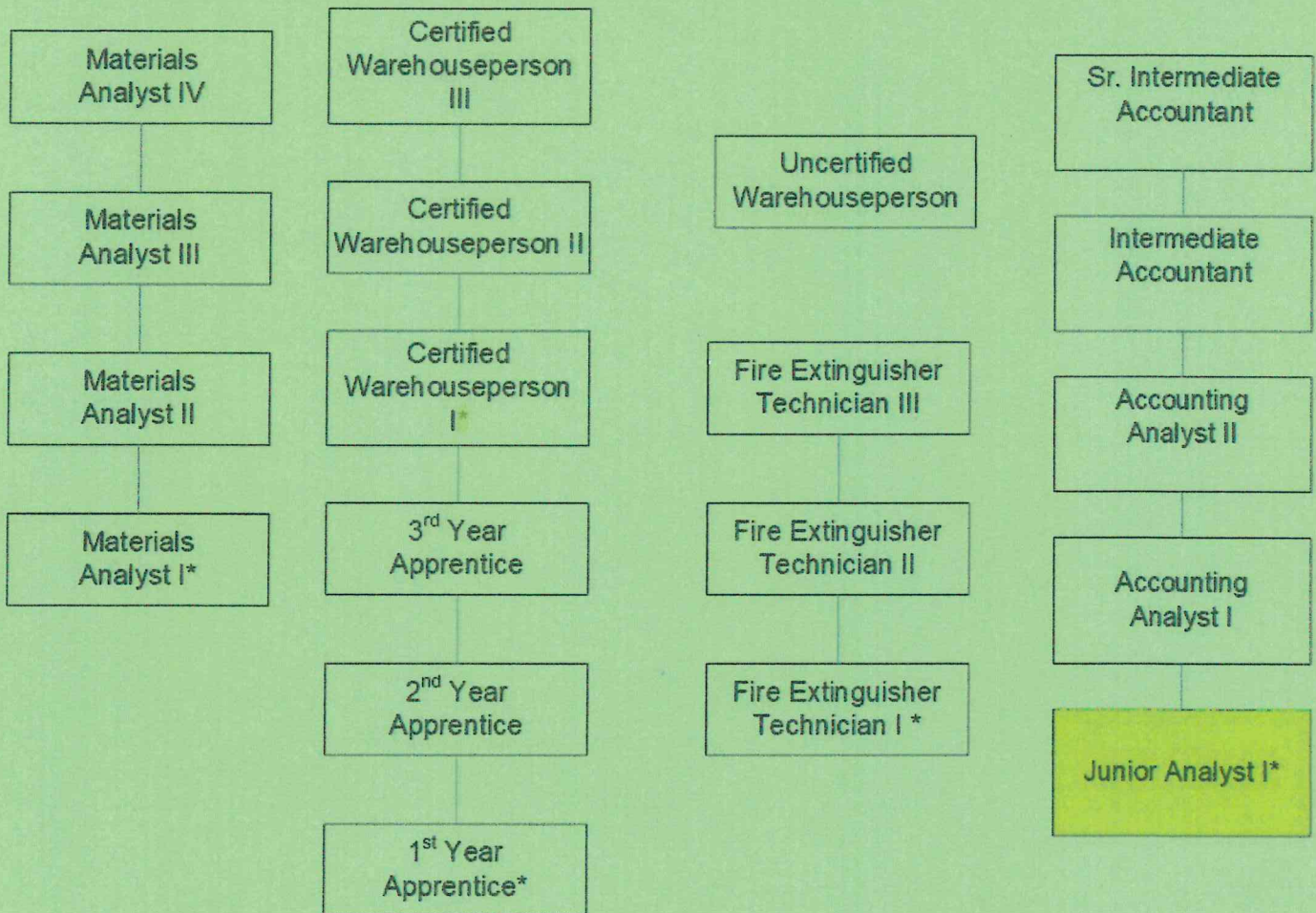
As per Article 19.14(a):

Should the Company request a meeting with an employee to discuss their claim for Weekly Indemnity or Long Term Disability coverage, they will be entitled to a Union representative from the Union Disability Management Committee

A handwritten signature in blue ink, appearing to be "Jy".

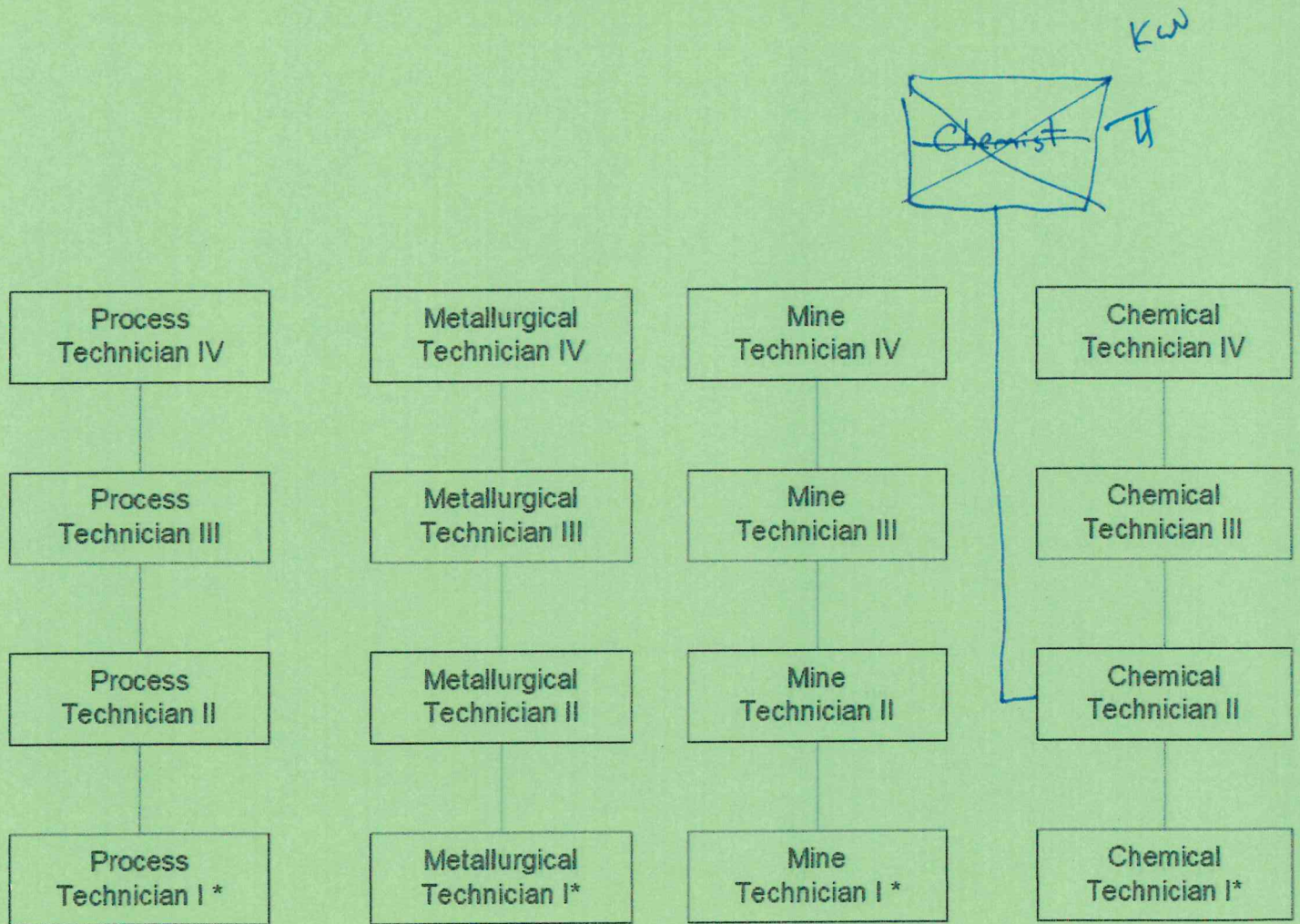
Handwritten initials in blue ink, appearing to be "TJ" and "SR".

Administration Department
Lines of Progression
Materials Management (O&T) (P&M)
Accounting



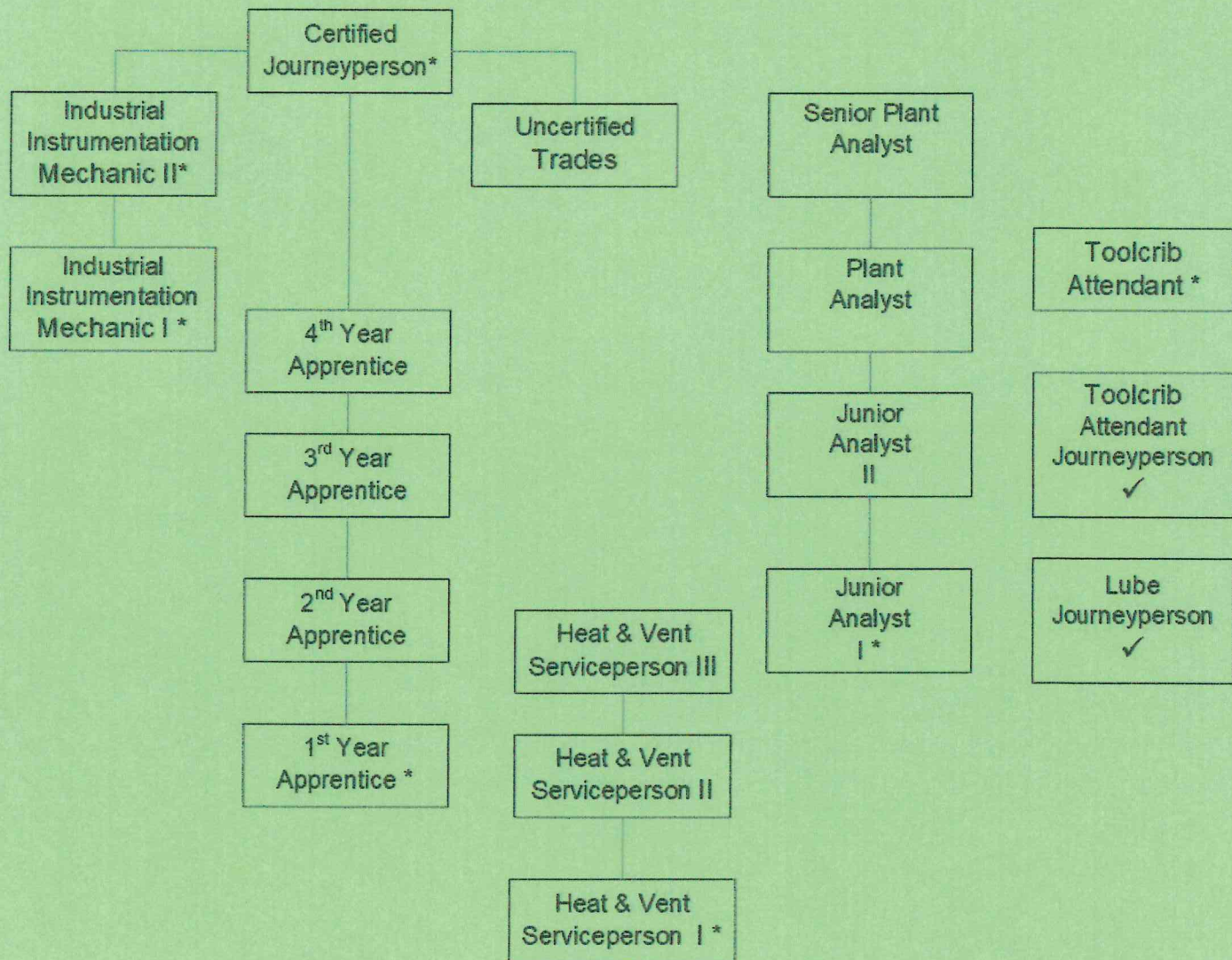
HP
Oct 19/21
KW

Mill Technical Lines of Progression



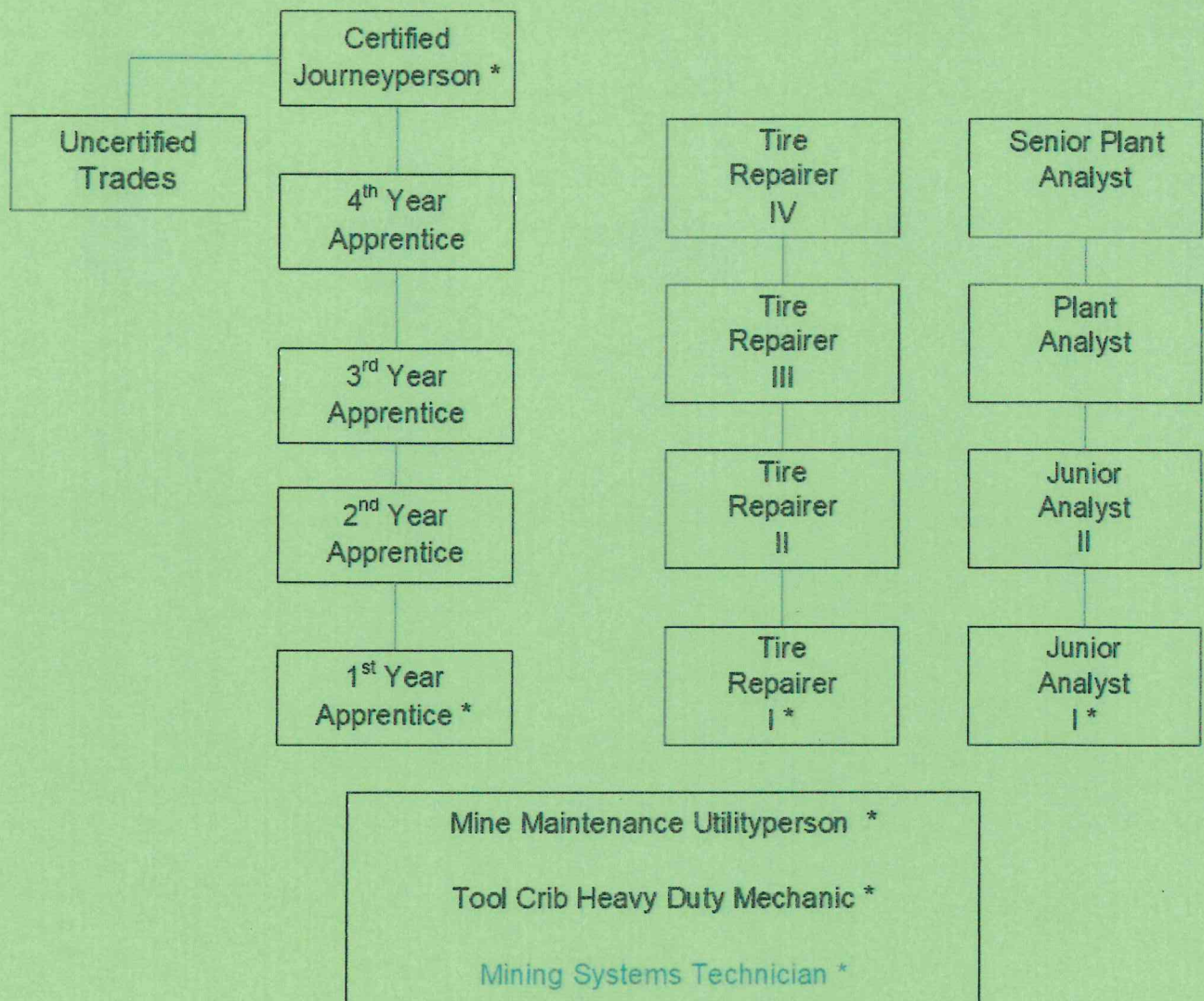
Sept 22/2021

Mill Department Maintenance Lines of Progression



Oct 19/21
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Mine Maintenance Lines of Progression



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