

LETTER OF AGREEMENT
BETWEEN
TECK RESOURCES LIMITED – COAL MOUNTAIN OPERATIONS
AND
UNITED STEELWORKERS LOCAL 7284

Re: One Year Extension to Collective Agreement

The Company and the Union hereby agree, subject to ratification by the Union, the following two changes to the Collective Agreement:

- 1) Wages for 2019 will be increased by 2%, instead of the 0% contained in the December 19, 2017 Letter of Agreement. The 0% wage increase scheduled for January 1, 2019 will be moved to January 1, 2020.

Schedule A "Standard Hourly Rates of Pay" which is currently:

Job Class	Classification	Rate EFF. 1-Jan-15 0%	Rate EFF. 1-Jan-16 1.0%	Rate EFF. 1-Jan-17 1.0%	Rate EFF. 1-Jan-18 2%	Rate EFF. 1-Jan-19 0%
13	Joumeyperson	39.15	39.54	39.94	40.74	40.74
12	Control Room Operator	38.8	39.19	39.58	40.37	40.37
11	Shovel Operator	37.36	37.73	38.11	38.87	38.87
10	Senior Process Operator	37.02	37.39	37.76	38.52	38.52
9	Driller	36.42	36.78	37.15	37.89	37.89
9	Equipment Operator IV	36.42	36.78	37.15	37.89	37.89
8	Equipment Operator III	35.84	36.2	36.56	37.29	37.29
	Shovel Support	35.84	36.2	36.56	37.29	37.29
7	Process Operator III	35.31	35.66	36.02	36.74	36.74
	Apprentice IV	35.31	35.66	36.02	36.74	36.74
	Blaster	35.31	35.66	36.02	36.74	36.74
	Service Attendant	35.31	35.66	36.02	36.74	36.74
6	Equipment Operator II	34.86	35.21	35.56	36.27	36.27
5	Process Operator II	34.16	34.50	34.85	35.55	35.55
	Equipment Operator I	34.16	34.50	34.85	35.55	35.55
4	Apprentice III	33.71	34.05	34.39	35.08	35.08
3	Apprentice II	31.69	32.01	32.33	32.98	32.98
	Process Operator I	31.69	32.01	32.33	32.98	32.98
2	Apprentice I	29.57	29.87	30.16	30.76	30.76
1	Labourer	28.66	28.95	29.24	29.82	29.82

Will be replaced with:

Job Class	Classification	Rate EFF. 1-Jan-15 0%	Rate EFF. 1-Jan-16 1.0%	Rate EFF. 1-Jan-17 1.0%	Rate EFF. 1-Jan-18 2%	Rate EFF. 1-Jan-19 2%	Rate EFF. 1-Jan-20 0%
13	Journeyman	39.15	39.54	39.94	40.74	41.55	41.55
12	Control Room Operator	38.80	39.19	39.58	40.37	41.18	41.18
11	Shovel Operator	37.36	37.73	38.11	38.87	39.65	39.65
10	Senior Process Operator	37.02	37.39	37.76	38.52	39.29	39.29
9	Driller	36.42	36.78	37.15	37.89	38.65	38.65
	Equipment Operator IV	36.42	36.78	37.15	37.89	38.65	38.65
8	Equipment Operator III	35.84	36.2	36.56	37.29	38.04	38.04
	Shovel Support	35.84	36.2	36.56	37.29	38.04	38.04
7	Process Operator III	35.31	35.66	36.02	36.74	37.47	37.47
	Apprentice IV	35.31	35.66	36.02	36.74	37.47	37.47
	Blaster	35.31	35.66	36.02	36.74	37.47	37.47
	Service Attendant	35.31	35.66	36.02	36.74	37.47	37.47
6	Equipment Operator II	34.86	35.21	35.56	36.27	37.00	37.00
5	Process Operator II	34.16	34.50	34.85	35.55	36.26	36.26
	Equipment Operator I	34.16	34.50	34.85	35.55	36.26	36.26
4	Apprentice III	33.71	34.05	34.39	35.08	35.78	35.78
3	Apprentice II	31.69	32.01	32.33	32.98	33.64	33.64
	Process Operator I	31.69	32.01	32.33	32.98	33.64	33.64
2	Apprentice I	29.57	29.87	30.16	30.76	31.38	31.38
1	Labourer	28.66	28.95	29.24	29.82	30.42	30.42

- 2) The expiry of the Collective Agreement will be extended by one year. The "Term of the Agreement" language on page 32 of the Collective Agreement which currently reads:

"The term of the Collective Agreement" will be from January 1, 2015 to December 31, 2018. It is specifically agreed between the parties hereto in accordance with Section 50, subsection (4) of the Labour Relations Code of British Columbia that the operations of Section 50, subsections (2) and (3) of the said Act, are hereby excluded and shall not be applicable to this agreement."

Will be replaced with:

"The term of the Collective Agreement" will be from January 1, 2015 to December 31, 2020. It is specifically agreed between the parties hereto in accordance with Section 50, subsection (4) of the Labour Relations Code of British Columbia that the operations of Section 50, subsections (2) and (3) of the said Act, are hereby excluded and shall not be applicable to this agreement."

All other terms and conditions of the Collective Agreement remain unchanged.

Agreed this 17th day of December, 2018.

Teck Coal Limited,
Coal Mountain Operations

Local 9346 of United Steelworkers



Christl McCracken
Human Resources



Scott Liddle
President