

Wage Rates and Sliding Copper Bonus

		2017		
		Base Hrly	Bonus	Total
Maintenance & Trades Personnel				
1A Journeyman - Red Seal Cert/ Welder A		\$ 44.29	\$ 3.99	\$ 48.28
1B Uncertified Trades / Welder B		\$ 40.78	\$ 3.67	\$ 44.45
5 Fuel & Lube Truck Operator		\$ 32.49	\$ 2.92	\$ 35.41
Apprentice 4th yr		\$ 39.86	\$ 3.59	\$ 43.45
Apprentice 3rd yr		\$ 37.65	\$ 3.39	\$ 41.03
Apprentice 2nd yr		\$ 35.43	\$ 3.19	\$ 38.62
Apprentice 1st yr		\$ 33.22	\$ 2.99	\$ 36.21
Mine Operations				
2 Production Shovel/Loader		\$ 37.18	\$ 3.35	\$ 40.53
3 Driller (Prod) / Blaster		\$ 36.49	\$ 3.28	\$ 39.77
4 Equipment Operator		\$ 35.75	\$ 3.22	\$ 38.97
Mill Operations				
1C Control Room Operator		\$ 37.18	\$ 3.35	\$ 40.53
2 Mill Operator 1 (4 circuits)		\$ 37.18	\$ 3.35	\$ 40.53
3 Mill Operator 2 (3 circuits)		\$ 36.49	\$ 3.28	\$ 39.77
4 Mill Operator 3 (2 circuits)		\$ 35.75	\$ 3.22	\$ 38.97
6 Mill Operator 4 (1 circuit)		\$ 32.49	\$ 2.92	\$ 35.41
6A Mill-Crusher Trainee		\$ 26.73	\$ 2.41	\$ 29.14
7 Labourer		\$ 26.73	\$ 2.41	\$ 29.14

		Effective May 2, 2018		
		Base Hrly	Bonus	Total
Maintenance & Trades Personnel				
1A Journeyman - Red Seal Cert/ Welder A		\$ 44.29	\$ 3.99	\$ 48.28
1B Uncertified Trades / Welder B		\$ 40.78	\$ 3.67	\$ 44.45
5 Fuel & Lube Truck Operator		\$ 32.49	\$ 2.92	\$ 35.41
Apprentice 4th yr		\$ 39.86	\$ 3.59	\$ 43.45
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Apprentice 2nd yr		\$ 35.43	\$ 3.19	\$ 38.62
Apprentice 1st yr		\$ 33.22	\$ 2.99	\$ 36.21
Mine Operations				
2 Production Shovel/Loader		\$ 37.18	\$ 3.35	\$ 40.53
3 Driller (Prod) / Blaster		\$ 36.49	\$ 3.28	\$ 39.77
4 Equipment Operator		\$ 35.75	\$ 3.22	\$ 38.97
Mill Operations 2018 Onward				
1C Control Room Operator		\$ 37.95	\$ 3.42	\$ 41.37
2 Mill Operator 1 (4 circuits)		\$ 37.18	\$ 3.35	\$ 40.53
3 Mill Operator 2 (3 circuits)		\$ 36.78	\$ 3.31	\$ 40.09
4 Mill Operator 3 (2 circuits)		\$ 35.75	\$ 3.22	\$ 38.97
6 Mill Operator 4 (1 circuit)		\$ 30.33	\$ 2.73	\$ 33.06
6A Mill-Crusher Trainee		\$ 26.73	\$ 2.41	\$ 29.14
7 Labourer		\$ 24.00	\$ 2.16	\$ 26.16

COPPER BONUS 2018-2020
Maintain copper bonus cap at 9%
NEW: No decrease to less than 5%

Dark green = "Red-Circling". The Company will maintain the 2017 base hourly rates for current occupants of Mill Labourer and Mill Operator 4. The copper bonus and future wage increase will be applied to those rates.

WAGE SUMMARY

Jan 1, 2018 to Dec. 31, 2018
 No wage increase (agreed)

Jan 1, 2019 to Dec 31, 2019
 No wage increase (agreed)

Jan 1, 2020 to Dec 31, 2020
1% increase