



# Join the Team at Conuma Coal

## Company Information

Conuma is a leading Canadian producer and exporter of metallurgical coal for the global steel industry. In 2016, Conuma acquired Walter Energy's Canadian assets, which consisted of three metallurgical coal mines in northeast British Columbia. These mines now make up the company's Canadian operations. The company is well-positioned to meet the world's growing demand for metallurgical coal products. With ready access to both the Atlantic and Pacific oceans, Conuma is able to serve customers in South America, Europe and Asia.

**Where:** Willow Creek Mine, Chetwynd, BC

### This are the Jobs we want to fill:

- |                |               |         |
|----------------|---------------|---------|
| Foreman        | Truck Drivers | Utility |
| Mechanics      | Dozers        |         |
| Welder         | Excavators    |         |
| Fuel & Lube    | Graders       |         |
| Steam Bay      | Drillers      |         |
| HDM Apprentice | Blasters      |         |

### This are the Hourly Wage rates we offer effective July 1, 2018 (\*):

Classification	Base Rate	Vac/Hol 10%	RSP 6%	ETF 0.05%	Total
TRADES 1	\$45.01	\$4.50	\$2.25	\$0.23	\$51.99
TRADES 2	\$42.64	\$4.26	\$2.13	\$0.21	\$49.24
MINE OPERATOR 1	\$39.61	\$3.96	\$1.98	\$0.20	\$45.75
MINE OPERATOR 2	\$38.27	\$3.83	\$1.91	\$0.19	\$44.20
MINE OPERATOR 3	\$36.91	\$3.69	\$1.85	\$0.18	\$42.63
MINE OPERATOR 4	\$35.56	\$3.56	\$1.78	\$0.18	\$41.08
MINE OPERATOR 5	\$30.16	\$3.02	\$1.51	\$0.15	\$34.84
MINE OPERATOR 6	\$28.82	\$2.88	\$1.44	\$0.14	\$33.28
MINE OPERATOR 7	\$24.74	\$2.47	\$1.24	\$0.12	\$28.62

Note: Mine operator groupings are intended only to indicate rates of pay associated with each classification

(\*) Contract to be ratified

Increases on Jan 1, 2019, July 1 2019, Jan 1 2020, July 1 2020, Jan 1 2021, July 1 2021



## What we offer:

### **\* One time Bonus:**

\$1.500 Feb 1st and August 1st 2019;

\$1.500 Feb 1st and August 1st 2020;

\$1.500 Feb 1st and August 1st 2021

If the reported quarterly benchmark price for metallurgical coal for the quarter is equal to or greater than \$150 per metric ton

Subject to applicable taxes and withholdings

### **Vacation:**

1st yr 8hrs per month; 5% total wages

2nd yr 10hrs per month; 6% total wages

4th yr 14hrs per month; 8% total wages

6th yr 16hrs per month; 10% total wages

### **General:**

Night shift premium **\$0.50 per hr**

Weekend premium **\$0.50 per hr** regular time

Level III first aid certificate **\$0.50 per hr** regular time

Relief Foreman/Lead hand **\$1.00 per hr** regular time

Equipment Trainer **\$1.00 per hr** regular time

Style and Wellness allowance **\$300 per yr**

**\* Transportation:** to and from the minesite for employees

**\* Schedule:** 12-hour shifts, (7 days on / 7 days off)

### **\* Retirement Funds:**

Employer contribute 5% of the base hourly rate for each hour worked

Employee may increase contributions through voluntary deductions

### **\* Insurance Plan Coverage - Mining Plan**

Life Insurance

A.D. & D.

Dental Plan

Prescription Drug Plan

Optical Insurance

Extended Health Coverage

Semi-private hospital coverage

Weekly indemnity insurance

LTD Insurance

Emergency Travel Assistance

Employee Family Assistance Program (EFAP)