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ARTICLE 1 – PURPOSE OF AGREEMENT

1:01 It is the intent and purpose of the Parties to establish, as herein set forth, their full Agreement covering wages, hours of work and other working conditions and to provide procedure for the prompt and equitable adjustment of grievances.

ARTICLE 2 - SCOPE OF THE AGREEMENT

2:01 This Agreement covers:

- A.** All employees of Wabush Mines, Cliffs Mining Company, Managing Agent, located at Wabush, Labrador, Newfoundland except office employees, medical and safety staff, chemists, guards and security personnel, coordinator and those above the rank of coordinator, students, professional and technical employees, janitors, and
- B.** All employees of Wabush Lake Railway Company, Limited, working on installation, maintenance and operation of the railroad and facilities, except office employees, guards and security personnel, coordinator and those above the rank of coordinator, students and professional and technical employees.
- C.** As used in this agreement the terms “he” and “she” and other gender related terms such as “him” and “her” shall be interpreted to mean a person of either gender unless the context shall otherwise specifically require.
- D.** As used in this agreement the terms “employee” or “employees” shall mean a person of either gender unless the context shall otherwise specifically require.

2:02 As used herein "student" means a person attending a high school, technical school, college or university, who may be employed by the Company during a regular school vacation for temporary work, but who shall attain no seniority rights under this Agreement

A. Students will be paid the following rate of pay:

- ◆ Laborer - (70% of the rate)
- ◆ Classified jobs –rate of the job performed.
- ◆ Students will not receive COLA or Northern Allowance payments.

B. Students will perform the following tasks:

- ◆ All work tasks in the Concentrator job group with exception of Engineman and Conductor & Concentrator Repairman.
- ◆ All labor work throughout the property.
- ◆ All janitorial work.
- ◆ Work tasks in the warehouse classification.
- ◆ Special cleanup throughout the property.
- ◆ Assist Concentrator Repairman, Field Service Attendant & Trade & Craft employees but not perform the primary functions of these jobs.
- ◆ Driving a pickup to provide transportation.