



December 28, 2017

Dear Bargaining Unit Employee,

The Company and the Union met on numerous occasions subsequent to the strike, and have narrowed down the open items to six. The remaining open items are as follows: Scheduling, Wages/Silver Premium, Holidays, Personal Leave Days, Bidding/Progression, and Term of Contract. I am writing to explain what has changed with respect to Article 5, which contains the "Scheduling" topic.

The Company and the Union have reached agreement on most of the language in Article 5. At the start of the strike, there were disagreements over call-out pay, notice before call-out pay, scheduled days off, and the method of notifying employees when no work is available, among other items. During October 2017, the Company and the Union negotiated at length over this article, and at this time, the only open issues involve paragraphs (b) and (l).

The only changes to Paragraph (b), as compared to the 2010 contract, are as follows:

- Language allowing schedules between 8 and 12 hours per day for mine, mill and maintenance personnel
- Language allowing hoistmen to be scheduled up to 13 hours per shift to accommodate "hot changes", which often take less than 13 hours
- Language providing notice prior to changing departmental schedules

The changes to Paragraph (l), as compared to the 2010 contract, are as follows:

- Overtime will be offered based on seniority from among employees who regularly perform the work, or who are qualified to perform the work
- Removal of the provision allowing employees to take an unpaid day off after working overtime on a Sunday. This provision was new language in the 2010 contract and has rarely been used.

Our revised offer is accessible on Hecla's web page at [www.hecla-mining.com](http://www.hecla-mining.com), under the *Lucky Friday Labor Negotiations* link. Please consider the information above in the event the Union allows a vote. Our hope is the Union will allow you to vote your conscience through a secret ballot process.

Sincerely,

A handwritten signature in black ink that reads "Clayr Alexander". The signature is fluid and cursive.

Clayr Alexander