

Lucky Friday RFO vs Galena 2018 CBA Key Area Contract Comparison

Key Area	Lucky Friday 2017 RFO	Galena 2018 Ratified CBA
<i>Scheduling</i>	<ul style="list-style-type: none"> • 8-12 hour schedules • Other schedules established by mutual consent 	<ul style="list-style-type: none"> • Company establishes schedules.
<i>Job Progression/Bidding</i>	<ul style="list-style-type: none"> • Progression system • No team bids • Seniority is the determining factor where applicants are deemed to be relatively equally qualified. • Defined criteria for employee's advancement. • Supervisor/Management approves advancement. • 5-7 Tech Levels to progress through, with increased earnings potential. 	<ul style="list-style-type: none"> • Progression system • No team bids • Seniority is the determining factor where applicants are deemed to be relatively equally qualified. • Defined criteria for employee's advancement. • Supervisor/Management approves advancement.
<i>Silver Price Premium</i>	<ul style="list-style-type: none"> • Silver Price Premium converted to guaranteed base wages. • Higher base wages result in higher OT pay. 	<ul style="list-style-type: none"> • AISC Wage Escalator • At-risk wages. • \$0.01 for \$0.01 paid quarterly per hour worked for average silver price between \$1.01 and \$4.00 greater than AISC. • \$0.01 for \$0.02 paid quarterly per hour worked for average silver price between \$12.50 and \$22.50 greater than AISC. <p>*Second Quarter YTD AISC approximately \$21/ounce.</p>

Base Wages

Lucky Friday RFO - December 2017		
<i>Position</i>	<i>Tech Level</i>	<i>Year 1 Wages</i>
Entry Laborer	T1	\$19.50
Support, Surface, Construction, Miner, Hoistman, Mill Operator, Mill Mechanic, Mine Mechanic, Electrician	T2	\$21.00
	T3	\$22.75
	T4	\$24.75
	T5	\$27.00
Mill Mechanic, Mine Mechanic, Electrician	T6	\$31.00
Master Mechanic, Master Electrician	T7	\$33.00

Galena Ratified 2018 CBA	
<i>Job Classification</i>	<i>Hourly Wage</i>
Labor Support 2nd Class	\$19.215
Labor Support 1st Class	\$19.974
Miner B	\$20.997
Miner A	\$21.756
Operator 2nd Class	\$21.250
Operator 1st Class	\$22.020
Hoistman	\$22.526
Maintenance 2nd Class	\$21.514
Maintenance 1st Class	\$22.526
Maintenance Advanced Class	\$23.571
Maintenance Master Class	\$24.703
Electrician 1st Class	\$22.922
Electrician Advanced Class	\$23.967

Lucky Friday also pays a Tier Bonus. Pre-strike average was \$2.50/hour for Tier 1 and \$1.25/hour for Tier 2.

Both Lucky Friday and Galena maintain a Gypo system.

**Lucky Friday RFO vs Lucky Friday 2010 CBA
Key Area Contract Comparison**

Key Area	Lucky Friday 2017 RFO	Lucky Friday 2010 CBA
<i>Scheduling</i>	<ul style="list-style-type: none"> • 8-12 hour schedules • Other schedules established by mutual consent. 	<ul style="list-style-type: none"> • 8-10 hour schedules • Other schedules established by mutual consent.
<i>Job Progression/Bidding</i>	<ul style="list-style-type: none"> • Progression system • Employees bid into career path. • Seniority is the determining factor where applicants are deemed to be relatively equally qualified. • No team bids. • Defined criteria for employee's advancement based on qualifications and employee initiative to advance. • 5-7 Tech Levels to progress through, with increased earnings potential. 	<ul style="list-style-type: none"> • Bid system • Employees bid or hire into a department. • Seniority is the determining factor where applicants are deemed to be relatively equally qualified. • Senior qualified miner awarded mining bid and selects his team. • Advancement based on being chosen by senior miner to work in stope or waiting for opening in another area (i.e. Toplander, 2 Shaft).
<i>Silver Price Premium</i>	<ul style="list-style-type: none"> • Silver Price Premium converted to guaranteed base wages. • Higher base wages result in higher OT pay. 	<ul style="list-style-type: none"> • At-risk wages. • \$0.01 for \$0.01 paid monthly per hour worked for average silver price between \$7.50 and \$13.50 • \$0.01 for \$0.02 paid monthly per hour worked for average silver price between \$20.00 and \$30.00

Base Wages

Lucky Friday RFO - December 2017		
<i>Position</i>	<i>Tech Level</i>	<i>Year 1 Wages</i>
Entry Laborer	T1	\$19.50
Support, Surface, Construction, Miner, Hoistman, Mill Operator, Mill Mechanic, Mine Mechanic, Electrician	T2	\$21.00
	T3	\$22.75
	T4	\$24.75
	T5	\$27.00
Mill Mechanic, Mine Mechanic, Electrician	T6	\$31.00
Master Mechanic, Master Electrician	T7	\$33.00

Lucky Friday 2010 CBA	
<i>Pay Grade</i>	<i>Hourly Wage</i>
1	Min. Wage
2	\$15.19
4	\$17.79
6	\$18.33
7	\$18.71
8	\$19.07
9	\$19.49
10	\$19.94
11	\$20.86
12/13	\$22.94

Lucky Friday continues to pay a Tier Bonus. Pre-strike average was \$2.50/hour for Tier 1 and \$1.25/hour for Tier 2.

Lucky Friday still maintains a Gypo system.