

NOTE: EVERYTHING PRINTED IN BOLD IS WHAT HAS CHANGED SINCE THE LAST MEMO OF SETTLEMENT.

MEMO OF SETTLEMENT

APRIL 2, 2011

BETWEEN: USW LOCAL 9346 (the "Union")

AND: TECK COAL LIMITED ELKVIEW OPERATIONS (the "Company")

THE COMPANY AND THE UNION BARGAINING COMMITTEE HEREBY AGREE TO RECOMMEND ACCEPTANCE OF THE FOLLOWING TERMS FOR THE RENEWAL OF THE COLLECTIVE AGREEMENT. RATIFICATION VOTE TO BE COMPLETED NO LATER THAN **APRIL 7, 2011.**

In addition to the language changes agreed to and previously signed off by the parties, the following is the complete settlement of all outstanding issues necessary for the renewal of the parties' collective agreement. The collective agreement document that expired October 31, 2010 will be amended to reflect these terms of settlement. All changes are effective the date of ratification unless otherwise specified.

TERM: NOVEMBER 1, 2010 TO OCTOBER 31, 2015

WAGES

RATIFICATION	\$5,000 LUMP SUM*
NOV 1, 2010	3%
NOV 1, 2011	3% + \$1,500*
NOV 1, 2012	4%
NOV 1, 2013	4%
NOV 1, 2014	4%

*cash or may be put into RRSP

Lump sums payable to permanent employees on payroll at the time of payout.

RRSP

	LUMP SUM	COMPANY CONTRIBUTION	EMPLOYEE CONTRIBUTION
Ratification	\$3,500	7%	4%
May 1, 2012	\$1,750	7%	4%
May 1, 2013	\$1,000	7%	4%
May 1, 2014	\$1,000	7%	4%
May 1, 2015	\$1,000	7%	4%

Amend 17.06 (c) and 17.07 (c) accordingly.

Lump sums payable to permanent employees on payroll at the time of payout.