THIS AGREEMENT made in twelve copies this 2 day of October 1990

BETWEEN: HER MAJESTY THE QUEEN IN RIGHT OF CANADA as represented by the Minister of Labour

AND

HER MAJESTY THE QUEEN IN RIGHT OF THE PROVINCE OF MANITOBA as represented by the Minister of Labour

AND

HER MAJESTY THE QUEEN IN RIGHT OF THE PROVINCE OF SASKATCHEWAN as represented by the Minister of Human Resources, Labour and Employment

AND

HUDSON BAY MINING AND SMELTING CO., LIMITED

AND

UNITED STEELWORKERS OF AMERICA

AND

ASSOCIATION OF FLIN FLON TRADE UNIONS

WHEREAS by virtue of the Hudson Bay Mining and Smelting Co., Limited Act, S.C. 1947, c. 62 (the Act), the Parliament of Canada has exclusive legislative jurisdiction in respect of the terms and conditions of employment of employees of the Hudson Bay Mining and Smelting Co., Limited (the Company) in the Flin Flon Mineral Area:
WHEREAS in 1987 the Parliament of Canada enacted legislation amending the Act (S.C. 1987, c. 52) to provide that certain Statutes and Regulations of the Legislature of Manitoba relating to safety and health shall apply to the operations of the Company in the Flin Flon Mineral area;

WHEREAS the undersigned parties consider that the term "Flin Flon Mineral Area" should be clearly defined for purposes of interpreting and administering the above-mentioned Act and have reached a consensus thereon;

THEREFORE, the parties agree each with the other as follows:

1. The "Flin Flon Mineral Area" means those portions of Manitoba and Saskatchewan situate, lying and being within the following metes and bounds: commencing at a point at the intersection of the 99th meridian west longitude and the 54th parallel north latitude; thence proceeding in a straight line in a northerly direction until the point at which the 99th meridian west longitude intersects with the 55th parallel north latitude; thence proceeding westerly in a straight line along the said 55th parallel north latitude until the point at which the said 55th parallel north latitude intersects with the 102nd meridian west longitude; thence proceeding in a southerly direction along the said 102nd meridian west longitude until it intersects with the 54th parallel north latitude; thence proceeding in an easterly direction along the said 54th parallel north latitude until the point of commencement;

2. Any present or future mining operations of the Company wholly inside the Flin Flon Mineral Area, will be subject to the Act (as amended).
3. Any present or future company mines in either Saskatchewan or
Manitoba or both which are not wholly located within the said
Flin Flon Mineral Area, but in respect of which the parties
are satisfied that they are developed or mined by employees
of the Company who reside within the Flin Flon Mineral Area
or who are routinely transported to and from such mine sites
from within the Flin Flon Mineral Area, or that their
operations are in any way integrated with the main mine, will
be subject to the Act (as amended);

4. Any future mining operations of the Company located outside
the Flin Flon Mineral Area that do not meet the criteria set
out in paragraph 3 above, will come under applicable
provincial jurisdiction.

5. This Agreement shall come into force on the date of signing
and shall continue in force unless terminated by a party
giving all other parties at least six (6) months' notice in
writing of its intention to terminate the Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be
executed by their duly authorized representatives on the day and
year first above written.
SIGNED, SEALED and DELIVERED in the presence of

HER MAJESTY THE QUEEN IN RIGHT OF CANADA

By:  
Minister of Labour

HER MAJESTY THE QUEEN IN RIGHT OF THE PROVINCE OF MANITOBA

By:  
Minister of Labour for the Province of Manitoba

HER MAJESTY THE QUEEN IN RIGHT OF THE PROVINCE OF SASKATCHEWAN

By:  
Minister of Human Resources, Labour and Employment for the Province of Saskatchewan

HUDSON BAY MINING AND SMELTING CO., LIMITED

Per:  

Per:  

UNITED STEELWORKERS OF AMERICA

Per:  

Per:  

ASSOCIATION OF FLIN FLON TRADE UNIONS

Per:  

Per:  
