**Letter of Agreement**

**BETWEEN**

**ESSAR STEEL ALGOMA INC.**

**(Hereinafter referred to as the Company)**

**AND**

**THE UNITED STEELWORKERS LOCAL 2724**

**(Hereinafter referred to as the Union)**

**Re: Use of Cellular Phones Off Site**

Where cellular phones have been supplied to employees for use in the plant such phones may be voluntarily used by employees off site, during non-working hours, subject to the following conditions:

1. Employees may use the phones for personal phone calls, however, it is expected that employees will exercise discretion,

2. Employees answering work related calls on a cellular phone will be paid the amount to which they are entitled under Article 5.06.30***,*** except those covered by the FLS Addendum in which case that Addendum will prevail.

3. Where an employee is unable to resolve the problem via cellular phone and is required to go to the plant, he shall be paid in accordance with Article 5.06.10, except those covered by the FLS Addendum in which case that Addendum will prevail.