**Letter of Agreement**

**BETWEEN**

**ESSAR S T E E L ALGOMA INC.**

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

**AND**

**THE UNITED STEELWORKERS LOCAL 2724**

**(Hereinafter referred to a s the Union)**

**Re: U.S.W.A. Humanity Fund**

The Company agrees to make a payroll deduction of $0.01 per hour worked from each Local 2724 employee. The total amount deducted from all such employees will be remitted to the Steelworkers' Humanity Fund at the address provided by the Union at the same time as the Company remits regular Union dues.