

Letters of Agreement

Between

Algoma Steel Inc

and

The United Steelworkers on Behalf of itself and its

Local 2724

Updated August 2019

Miscellaneous Section

1. Job Re-evaluation, Duties and Compa Ratio
2. Job Titles, Rate Change, Org. Charts and Role Specifications - Amended
- 3.-4. Categorization of Human Resources Positions
- 5.-6. Guidelines for Hiring & Assignment of Co-op Students
- 7.-8. Guidelines for Hiring & Assignment of CPA Students – Amended
9. Summer Student Rate - Amended
- 10.-13. Supplementary Unemployment Benefit Plan – Amended
14. SUB Plan – Amended
15. New Entrants into LU 2724
16. Payment of LU 2724 Executive Members – Amended
17. Compression for Supervisory Roles
18. Board Representation
19. Union Involvement (Local 2724)
20. Protection of Assets (Local 2724)
21. Waiver of Lifetime Maximum Limit – Amended
22. 5-year Manpower Planning
23. Rescinding Retirement
24. Strategic Plan & Capital Investment in Value added
- 25.-26. GET – Program – New
27. Restructuring Costs - New
28. Asset Integrity – New
- 29.-30. Planner Scheduler – New
31. Reversion Rights and Seniority – New

MEMORANDUM OF UNDERSTANDING

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

"When a job is re-evaluated and the incumbent has been performing the duties and functions being evaluated, the incumbent will continue to be paid at their Compa Ratio."

J. Dingle

For the Company

J. Kadoy

For Local 2724

J. R. Raker

For the Company

R. P. Pata

For Local 2724

Oct 26, 2011

Resigned Without Amendments

Original Dated: August 1, 2007

Letter of Agreement

BETWEEN

ALGOMA STEEL INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Job Titles, Rate Changes, Organization Charts and Role Specifications

The Company is committed to working with the Union to **provide the following information:**

- Organizational Charts containing the Job Number for each position initialed and dated by the Company and Union;
- Role Specifications containing the Job Number for each position initialed and dated by the Company and Union;
- A system to ensure that the Job Titles appearing in the Role Specifications are consistent with those in the Company's Organizational Charts, and;
- A means of identifying on the Role Specifications, Organizational Charts and Appendix "C" of the Collective Agreement, those roles which are included in the various ladders and families.

The Company is further committed to:

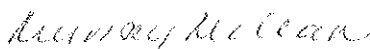
- Advise the Union, in writing, of any official changes to an Organization Chart and/or Role Specification;
- **The Company will confirm with the Local Union at its monthly Human Resources meeting** all changed Role Specifications that have been finalized in the previous month in order that they may be dated and initialed and a proper job re-evaluation may occur. Within **90** days of the ratification of the Collective Agreement, the Company will provide the Union with all valid Role Specifications that cover Local 2724 occupations.
- Ensure that job re-evaluations occur in a timely manner, and;
- Provide all employees with their Role Specification at the time of their **Performance Appraisal** or when they request one from their Manager.


For the Company


For the Company


Resigned with Amendments


For Local 2724


For Local 2724

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: Categorization of Human Resources Positions

The parties agree that a need exists to structure the Human Resources department in a manner that will:

1. Ensure that the work normally performed by the members of Local 2724 remains within the jurisdiction of the Local and does not get eroded over time; and,
2. Maintain a sufficient level of flexibility within the department to allow for individuals (both Union and Exempt) to hold any position within the department for either development or operational reasons.
3. Maintain a sufficient number of Local Union 2724 Bargaining Unit employees within the department to cover the number of Local 2724 bargaining unit positions that are being scheduled.

To achieve the foregoing, the following items are agreed-to between the parties:

- a) If any of the following employees vacates the department on a permanent basis, s/he will be replaced by an employee who will hold membership in Local 2724:

Anna Lisa Stokes
Peter McNichol
Natalia Evoy
Tracy Pettenuzzo
Laura McPherson
Toni Adams
Keri Digula

- b) In concert with the above-listed group of employees, the following occupations (varying from Level I through IV) represent the duties and functions that fall under the jurisdiction of Local 2724 (copies of the Role Specification are attached hereto):

Family Group

Human Resources Representative – Employment
Human Resources Representative – Pension
Human Resources Representative – Benefits
Human Resources Representative – HRIS
Human Resources Representative – Training Coordinator

Other

Claims Management Specialist
WSIB / Safety Clerk
Administrative Support (except one Exempt Administrative Support

- c) The position occupied by Colleen MacDonald has been eliminated as it is redundant and therefore when she leaves the employ of the Company, she will not be replaced. If Ms. MacDonald's current assignment ceases, she will first be offered to displace a Group Health Centre employee for which she is qualified to replace, and if no such position exists, she will revert into a Local 2724 position for which she is qualified.
- d) The position occupied by Patti Wieczor is contained within the Safety and Security department however the part-time duties and functions performed by the incumbent for the Human Resources department will remain within the jurisdiction of Local 2724.
- e) The Company will ensure that a sufficient number of Local 2724 employees will be employed and working to cover the number of Local 2724 positions scheduled as detailed in Item (b) above and consistent with the positions detailed in the departmental Organization Chart as amended from time to time. Nothing contained within this Letter of Agreement will be constructed to represent that any position will remain and continue to be scheduled.

J. Dargatzis
For the Company

J. Henley
For Local 2724

S. Aden
For the Company

L. Updegraff
For Local 2724

Oct 26, 2011
Resigned Without Amendments

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: Guidelines for Hiring and Assignment of Co-Op Students

Assignment:

1. Students will be assigned to project or overload work and will not displace regular Local 2724 employees, **either working or laid off.**
2. Students will be hired for a definite term or task and will not acquire any seniority. As such they may be terminated at any time without the requirement for prior notice.

Pay:

1. Students will be paid monthly. They will not be eligible for ongoing COLA payments but will be eligible for general increases including COLA roll-ins. **Overtime will be paid as per the Collective Agreement.**
2. They will not be eligible for any vacation entitlement (i.e. time off) but will instead receive vacation pay at 4% of earnings upon termination.
3. Should there be a case of financial distress, a salary advance may be processed to Salary Payroll upon approval by the Department Head and the Manager – Human Resources.
4. Students will pay Union Dues to Local 2724.

Benefits Plan:

1. If they are not already covered by a benefits plan, students will be eligible for insurance, major medical and dental benefits as per the Local 2724 Extended Health Benefit Agreement.
2. Students will not be eligible for Short and Long Term Disability Benefits. Any sick time is to be reported on the salaried attendance report for which Salary Payroll will make the appropriate deductions from earnings.
3. Students will not become members of the Salaried Employees Pension Plan.

Safety Equipment:

If the Manager deems it necessary for the student to purchase safety footwear for the performance of his/her duties, the Company will reimburse for up to \$60 of the cost of this item. Upon receipt of proof of purchase the Manager will arrange for payment via a cheque requisition. The student is not to use the normal requisition form procedure setup for permanent employees.

Termination of Employment:

It is up to the department and the student to let Salary Payroll and Human Resources know if there is a change in the Student's termination date.

J. D'Angelo
For the Company

J. Kestey
For Local 2724

S. Schneider
For the Company

L. Wadsworth
For Local 2724

Oct 26, 2011
Resigned Without Amendments

Letter of Agreement
BETWEEN
ALGOMA STEEL INC.
(hereinafter referred to as the Company)
AND
THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Guidelines for Hiring and Assignment of CPA (Chartered Professional Accounting) Student program

Recruitment:

The Company has the exclusive ability to recruit into the CPA (Chartered Professional Accounting) Student program and make determinations on the employment status of a CPA Student during the (3 year) program. The Salaried Local Representatives may be invited to participate in the recruitment process. Preference will be given to CPA Student applications from Northern Ontario.

Assignment:

1. CPA Students will be assigned to appropriate work within the Finance, Accounting, Treasury, Cost and Internal Audit areas (the "Finance" department) in order to gain experience within multiple areas. The Company has the ability to move the CPA Students throughout the Finance department, at their discretion, but within the established requirements of the CPA program. They will not displace any regular Local 2724 employees, either working or laid off.
2. They will be hired for a definite term (the program is currently a 3 year program) and will not acquire any seniority. As such they may be terminated at any time without the requirement for prior notice. The date of hire and term will be shared with the Local Union when the CPA Student is hired.

Pay:

1. CPA Students will be paid monthly. They will be eligible for ongoing COLA payments and general increases including COLA roll-ins. Overtime will be paid as per the Collective Agreement.
2. They will be entitled to 2 weeks' vacation per year (prorated based on date of hire).
3. CPA Students will pay Union Dues to Local 2724.
4. CPA Students will qualify for any Profit-sharing payment as per the terms of the collective agreement.

5. Pay Grade is 805. It is agreed the fees/expenses associated with attaining the CPA will be paid by the company, and considered as part of total compensation.

Benefits Plan:

1. They will be eligible for extended health benefits as per the Local 2724 Extended Benefit Agreement.
2. CA Students will become members of the Defined Contribution Pension Plan. The Company will make the same contribution for the CA Students per hour as regular members.

Safety Equipment:

The Company will reimburse for up to \$100 of the cost of the purchase of safety footwear (effective date of hire). Upon receipt of proof of purchase the Manager will arrange for payment via a cheque requisition.

Transition to Next Assignment

At the completion of the (3 year program), should a CA Student apply for and be accepted to a salaried union-represented position, the CA Student will become part of the Salaried Local, in accordance with the terms and provisions of the Collective Agreement. Their Local 2724 seniority will be back-dated to their original date of hire.



For the Company



For the Company



Date



For the Union



For the Union

Letter of Agreement

**BETWEEN
ALGOMA STEEL INC.
(hereinafter referred to as the Company)**

AND

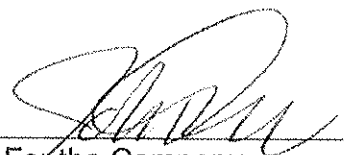
**THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)**

Re: Student Rate


As per the Memorandum of Settlement ratified June 26, 2018, the parties have agreed to revise the Summer Student/Co-op Student/Internship rate to \$22.50 per hour.

If on a reasonable determination the student is performing the full scope of work in a given classification, the student will be entitled to receive the full hourly rate for that classification.

A boot allowance of \$100.00 will be provided.



For the Company




For Local 2724



For the Company



For Local 2724



Resigned with Amendments

**SUPPLEMENTARY UNEMPLOYMENT BENEFIT PLAN BETWEEN
Essar Steel Algoma Inc
(hereinafter referred to as the Company)
AND
THE UNITED STEELWORKERS
ON BEHALF OF ITSELF AND ITS LOCALS 2251 AND 2724
(hereinafter referred to as the Union)**

Article 1

1.01 Application

This supplementary Unemployment Benefit Plan (herein called the "Plan") is applicable to employees of the Company who are members of the Union's Locals 2251 and 2724 and salaried employees, excluding Department Heads and those above Department Head, who are not members of the aforementioned bargaining units. Specifically excluded are employees hired on individual personal service contracts, employees hired for a definite term or task, and those employees hired after January 1, 1995 who have not accumulated 6,000 hours since last date of hire as a regular employee, excluding vacation hours and hours that qualify for overtime rates.

1.02 Definitions

In the Plan

- a. "Employee" means an employee of the Company as defined in 1.01.
- b. "Company" means Essar Steel Algoma Inc.
- c. "Week" means one full work week applicable to the employee.

Article 2

2.01 Eligibility for Supplementary Unemployment Benefits

Subject to the remaining provisions of Article 2, the Plan shall pay a supplementary unemployment benefit to an employee for each week of layoff in any period of layoff which commences after July 31, 1996, resulting from a temporary stoppage of work and, this does not include permanent or permanent partial shutdown or reorganization resulting in permanent loss of employment, provided that:

- 1. The employee has applied for and is in receipt of employment insurance (EI) benefits the rate of which has been verified by the Company obtaining a computer printout from the commission, or is not in receipt of EI benefits if the only reason for non-receipt is that he:
 - i) is serving the two week EI waiting period, or

- ii) has insufficient weeks of insurable employment to qualify for EI, or
 - iii) has exhausted his entitlement to EI, and
2. payment may also be made to employees in a training program where the training plan is acceptable to the EI. Commission and trainees continue to be eligible to receive EI benefits. This does not include training under the National Training Act.

2.02 Limitations

Employees have no vested right to monies under this plan except to receive payments as per Article 2.01.

Payments made under this plan will in no way be connected with or constitute any part of any other benefit such as Severance, Termination, Separation, nor any form of retirement or pre-retirement payments.

No supplementary unemployment benefit will be paid to an employee in respect of:

1. a week in which he is eligible for weekly payments or its equivalent under the Workers' Compensation Act, or
2. a week in which he receives any accident or sickness or any other disability benefit, or
3. a week in which he receives any company pension or retirement benefit.
4. a week in which the employee is in receipt of benefits, from any source, designed to compensate for his unemployment, which exceeds \$700 per week.
5. any week(s) of layoff subsequent to the first four weeks following layoff.

2.03 Labour Problems

No supplementary unemployment benefit shall be paid to an employee who is laid off because of a reduction in force which results from a strike, slowdown, failure to report for work, or other interference with production by any employee or employees of the Company at any of the Company's locations or divisions.

Article 3

AMOUNT OF PAYMENT OF SUPPLEMENTARY UNEMPLOYMENT BENEFITS

3.01 Amount

Employees will receive supplemental payments such that the sum of supplemental payment and any EI benefits or similar government benefit available to laid off Algoma employees equal 75% of the laid off employee's regular weekly earnings at the time of layoff calculated using the average earnings in the last 800 hours worked.

3.02 Payment

A supplementary unemployment benefit in respect of a week shall be paid in the same manner and at the same time as regular wages would have been paid for such week.

S.U.B. payments will be kept separate from payroll records.

Article 4

FINANCE

4.01 General Revenues

The Company shall finance payment to employees under this plan from general revenue.

Article 5

DISTRIBUTION

5.01 Information

All employees will be advised promptly, in writing, of the terms of the Plan.

Article 6

TERM

6.01 Duration

This Plan will become effective August 1, 2013 and continue in effect until July 31, 2016. Benefits are payable subsequent to August 1, 2013 until the expiry of this agreement.

6.02 Registration

This Plan is contingent upon and subject to obtaining and maintaining registration from the Canada Employment & Immigration Commission. The Company will inform the Canada Employment & Immigration Commission in writing, of any changes to the plan within thirty (30) days after the effective date of the change. If at any time while this agreement is in effect, the Canada Employment & Immigration Commission withdraws the registration, a revision shall be made to this agreement, which will enable registration to be secured again for the plan.

6.03 Previous Plans

This Plan replaces the previous plans in effect from August 1, 2010 to July 31, 2013.


For the Company


For the Company


For Local Union 2724


For Local Union 2251


For USW International

Dated: 25 Aug 2016

Letter of Agreement

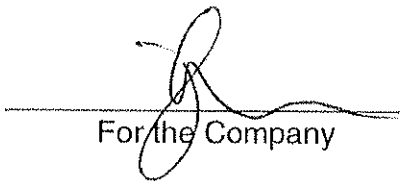
re: S.U.B. Plan

It is agreed that the Supplementary Unemployment Benefit Plan between Algoma Steel Inc. and the United Steelworkers on behalf of itself and its Locals 2251 and 2724 dated August 25, 2016, in no way detracts from or negatively impacts the Income Security Program executed by the parties outlined within this Letter of Agreement

Signed on this, the 18 day of June, 2019.


For the Company


For Local 2251


For the Company


For Local 2724

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)

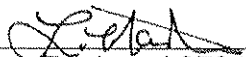
Re: New Entrants into Local 2724

The Company agrees that new entrants into Local 2724 will be scheduled to attend a Company paid Union Orientation of up to 3 hours in length.


For the Company


For Local 2724


For the Company


For Local 2724

Oct 21, 2011
Resigned Without Amendments

Letter of Agreement

BETWEEN

ALGOMA STEEL INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

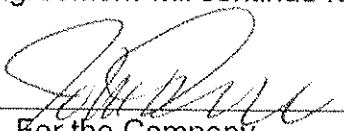
Re: Payment of Local 2724 Executive Members

The Company agrees to continue to pay the wages of officers of Local 2724 as identified below. Payment should be for lost time earnings only and should be at the rate they would be paid if they were working in the plant on their regular job.

- a) The President of Local 2724. The President will also be paid a top up as per the Local 2724 By-laws. The Local will reimburse Algoma Steel the top up amount on a monthly basis.
- b) Two other members of the executive as selected by the Local.
- c) Continue the practice of paying for another member ½ time to work on joint Union/Company activities such as UMC, and postings and ½ time on their own position without affecting their compensation.
- d) From time to time, through consultation and agreement between the Vice President of Human Resources and the President of Local 2724, the Local will have the ability to pull the stewards out of the work place for short sessions.

These employees will be paid as other employees and their time reported in a manner requested by the Superintendent, Employee Relations.

This agreement will continue for the length of the Contract.




For the Company



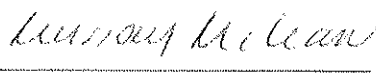
For the Company



Resigned With Amendments



For Local 2724



For Local 2724

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: Compression

The Company agrees with the principle that the standard rate for a supervisory role should be compensated at a rate not less than 5% above the highest rate of the employee(s) he is directly accountable for supervising. The Company will, at the request of the Union, review each situation where there appears to be a discrepancy and adjust the standard rate to ensure the 5% gap is maintained. This will not apply in relation to relief FLS positions.


For the Company


For Local 2724


For the Company


For Local 2724

OCT 26, 2011
Resigned Without Amendments

Original Dated: August 1, 2007

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: Board Representation

The United Steelworkers Director of District 6 has the right to appoint three directors to the Essar Steel Algoma Board of Directors. Two of the appointees may be made on the advice of Local 2251. One of the appointees will be determined through a selection process in Local 2724.

The Company will provide each Union appointed Director with written assurance that the Company will provide such legal and financial advice as may be reasonably required for him to carry out his duties as a Director.

The Company will provide liability insurance for the Union Directors that is the same as provided to non-union directors and is consistent with customary practice.

If after appointment to the Board, the individual(s) becomes unwilling or unable to serve, the Director of District 6 shall appoint a new individual to serve on the Board, in which case the above process shall be followed.


For the Company


For Local 2724


For the Company


For Local 2724


Resigned With Amendments

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: Union Involvement (Local 2724)

On a confidential basis the Company will continue to provide the Union with the necessary information to carry out their functions under the Collective Bargaining Agreement.

The Company agrees not to sell or exit any business without the input of the Union in a review of the future viability of such business, including an analysis of how such business advances the Company's objectives.

Senior management will convene a meeting of the executive of Local 2724 and the staff representative of the USW no later than September 15, 2007 to review the current General Article with the objective of adapting the spirit and intent of the current language to reflect Algoma's changed circumstances related to being part of the Essar group.

Specifically, the parties will discuss ways to ensure the involvement of the Union in a consultative manner on issues related to the future growth and capital investment at the site.


For the Company


For Local 2724


For the Company


For Local 2724


Resigned Without Amendments

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)

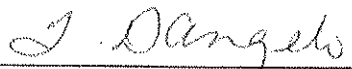
Re: Protection Re: Sale of Assets (Local 2724)

The sale, transfer or lease of any operating asset will be dealt with as described herein, unless the Company and Union agree otherwise.

Should any facility be sold, leased or otherwise transferred, the existing salaried employees in these facilities may be given the option to fill positions required to operate the facility.

Employees who remain employed in these facilities will be entitled to exercise the seniority they had when they left the Local should they revert to Essar Steel Algoma Inc. in the event they are no longer required in the operation.

The sale or lease of any non-operating assets or facilities in Sault Ste. Marie, Ontario, where the lessee or purchaser will operate a steel-related business will, unless the United Steelworkers District 6 Director agrees otherwise, proceed only on the condition that the employer agrees to recognize the USW as the sole bargaining agent and enters into a collective agreement prior to the closing date of any agreement.



For the Company



For Local 2724



For the Company



For Local 2724

Oct 26, 2011

Resigned Without Amendments

**Letter of Understanding
BETWEEN
Algoma Steel Inc.
(Hereinafter referred to as the Company)
AND
United Steelworkers Local 2724
(Hereinafter referred to as the Union)**

Re: Waiver of Lifetime Maximum Limit


During the period of April 1, 2016 to July 31, 2022 any retiree or eligible dependent who reaches the Lifetime Maximum Limit (i.e. \$160,000) will be provided with the full support of Algoma Steel Inc. to access alternative funding sources to ensure that the claimant is fully compensated for eligible expenses.

It is acknowledged that Algoma Steel Inc. will be the second payer to any and all relevant government programs.

If retirees are unable to access alternative funding. It is agreed that Algoma Steel Inc. will ensure all eligible costs covered under the appropriate Policy are paid.



For the Company



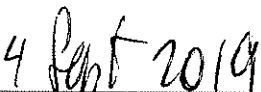
For Local 2724



For the Company



For Local 2724



Resigned with Amendments

Original Dated: March 13, 2008

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: 5 Year Manpower Planning

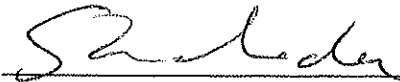
It is agreed that the Union Executive will be involved in the annual review of the 5 year manpower planning process.



For the Company



For Local 2724



For the Company



For Local 2724

OCT 26, 2011

Resigned Without Amendments

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

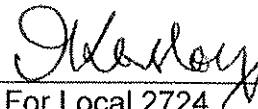
THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Rescinding Retirement

The Union will be advised when the Company allows an employee to rescind retirement.



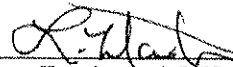
For the Company



For Local 2724



For the Company



For Local 2724

Oct 26, 2011

Resigned Without Amendments

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: Strategic Plan & Capital Investment in Value Added

As per the Memorandum of Agreement dated July 31, 2007, the parties agree to the following:

The Company and Union recognize that currently and into the future, Essar Steel Algoma Inc.'s economic viability and therefore the employee's job security is significantly increased by obtaining and maintaining a vibrant business enterprise through the investment in and development of value-added products that generate greater revenues and higher margins.

1. The Company and Union therefore agree that the Strategic Plan must be reviewed and updated to ensure that it is designed to secure long-term viability.
2. The implementation of the Strategic Plan, once adopted by the Board of Directors will be monitored by the Joint Steering Committee (JSC). The JSC shall develop specific plans to assist in the implementation of the Strategic Plan. The Company shall provide the Union members of the JSC with all of the reasonable resources required to carry out this function.
3. The JSC shall have substantial input and involvement in the development of an Annual Plan prior to its presentation to the Board of Directors.

The Company will maintain its strong commitment to the Algoma site as evidenced by the re-starting of the No. 6 Blast Furnace and based upon the budgeted level of investment at Essar Steel Algoma Inc. through to July 31, 2010.


For the Company


For Local 2724


For the Company


For Local 2724

Oct 26, 2011
Resigned Without Amendments

Letter of Agreement
BETWEEN
ALGOMA STEEL INC.
(hereinafter referred to as the Company)
AND
THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Guidelines for Hiring and Assignment of Graduate Engineer Trainees (GET)

Recruitment:

The Company has the exclusive ability to recruit into the GET program and make determinations on the employment status of a GET during the first year. The Salaried Local Representatives may be invited to participate in the recruitment process. Preference will be given to GET applications from Northern Ontario.

Assignment:

1. GET's will be assigned to appropriate work in order to gain experience through the Steelworks. The Company has the ability to move the GET's throughout the Steelworks in Sault Ste. Marie, at the Program Co-ordinator's discretion. They will not displace any regular Local 2724 employees, either working or laid off.
2. They will be hired for a definite term and will not acquire any seniority. As such they may be terminated at any time without the requirement for prior notice. The date of hire and term will be shared with the Local Union when the GET is hired.

Pay:

1. GET's will be paid monthly. They will be eligible for ongoing COLA payments and general increases including COLA roll-ins. Overtime will be paid as per the Collective Agreement.
2. They will be entitled to 2 weeks' vacation per year (prorated based on date of hire).
3. GET's will pay Union Dues to Local 2724.
4. GET's will qualify for any Profit-sharing payment as per the terms of the collective agreement.
5. The Company agrees to reimburse Local 2724 for past Union Dues, for the GET's prior to signing this agreement.

Benefits Plan:

1. They will be eligible for extended health benefits as per the Local 2724 Extended Benefit Agreement.
2. GET's will become members of the Defined Contribution Pension Plan. The Company will make the same contribution for the GET's per hour as regular members.

Safety Equipment:

The Company will reimburse for up to \$100 of the cost of the purchase of safety foot ware (effective date of hire). Upon receipt of proof of purchase the Manager will arrange for payment via a cheque requisition.

Transition to Next Assignment

At the completion of their first year, should a GET apply for and be accepted to a salaried union-represented position, the GET will become part of the Salaried Local, in accordance with the terms and provisions of the Collective Agreement. Their Local 2724 seniority will be back-dated to their original date of hire.



For the Company



For the Company



For the Union



For the Union



Date

Letter of Agreement
BETWEEN
Algoma Steel Inc.
(Hereinafter referred to as the Company)
AND
United Steelworkers Local 2724
(Hereinafter referred to as the Union)

Re: Restructuring Costs to be paid by Company

This letter of agreement confirms that Essar Steel Algoma Inc. ("Algoma") and the Company will pay, prior to and as a condition of the ratification of a new collective bargaining agreement and the Company's investment in or acquisition of some or all of the property, assets and undertakings of Algoma, all costs incurred by the Union in respect of Algoma's CCAA proceedings, including, without limitation, all costs of the Union's legal, financial and actuarial advisory costs, wages of the Union's support staff, office expenses such as photocopiers, paper, photocopier surcharges, binders etc., all travel expenses, and all other expenses of the Union in respect of any court proceedings, the Sale and Investment Solicitation Process, and the Grievance Claims Procedure.



For the Company



For the Company



For Local 2724



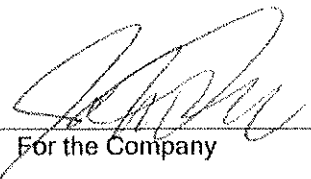
For Local 2724

Date: 21 Feb 2019

Letter of Agreement
BETWEEN
Algoma Steel Inc.
(Hereinafter referred to as the Company)
AND
United Steelworkers Local 2724
(Hereinafter referred to as the Union)

Re: Asset Integrity

Prior to the event of a legal labour disruption between the parties, the Local Union agrees to work with the Company to develop a list of positions needed and how they are filled for asset integrity. The number of positions will be kept to a minimum. If needed, the parties will agree to a mediator, acceptable to both parties in the process to issue a decision as to the numbers and positions that are to be staffed.



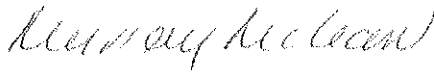
For the Company



For the Company



For Local 2724



For Local 2724

Date: 21 Feb 2019

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: Creation of a new position - Planner Scheduler

The position of Planner Scheduler has been created to replace the existing Hourly position of Primary Scheduler.

It is understood that L2251 has filed a grievance on this matter and that the grievance is still outstanding.

Notwithstanding, the parties agree to the following:

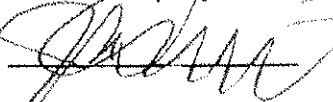
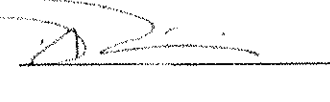
1. Hourly incumbents currently on the job listed below will be made an offer as a Planner Scheduler within the L2724 bargaining unit.
2. Any Hourly incumbents not accepting the offer will be displaced from the position and will exercise their rights per the L2251 collective agreement.
3. Salaried applicants to the position who passed the bar will be given a job offer (Adam Pettenuzzo, Justin Marandola).
4. Hourly incumbents who accept the offer will be assigned a L2724 bargaining unit seniority date of October 1, 2012.
5. The Planner Scheduler job will be assigned a temporary Salary Grade of OS9 - 909. As of the signing of this agreement, the standard rate is \$6,470.59 per month. It is agreed the job will be evaluated per the collective agreement, and will be reclassified as an Operating & Service Salary Scale.
6. It is understood that there are 8 hour shifts and 12 hour shifts, as follows:
 - a. Primary – 12 hour shifts, 7 days/week, Days/Nights
 - b. Finishing – 8 hour shifts, 7 days/week, Days
7. Shift preference will be done in accordance with 5.01.60 however, it is understood that senior employees may be assigned to an alternate shift for either training purposes or where coverage is not available. Where Hourly incumbents listed below have the same bargaining unit seniority date, their corporate seniority date will be used.
8. Shift and Sunday premiums will be administered per Article 15.05.10 Premiums.
9. Article 6 Statutory Holidays will be applied to this agreement.

10. Overtime will be distributed per the collective agreement Article 5.04.11, provided the employee has been trained and signed off for the job function.
11. Vacation Scheduling Groups: There will be two vacation scheduling groups, Primary and Finishing. This will be reviewed in the future as staffing levels/training stabilizes.
12. The Hourly incumbents and their Hourly Bargaining Unit date:

92553	Paul Pringle	February 13, 1974
78213	Kenneth S Wilson	June 13, 1974
81937	David M Chouinard	February 13, 1978
82612	Robert J Brown	July 19, 1978
87413	Mark Lund	November 9, 1988
2150	Tim Zeppa	May 31, 2004
87903	Chris A Bumbaco	July 27, 2004
2561	Dan M Breen	April 28, 2006
2849	Steven Patrick Mantulak	January 15, 2007

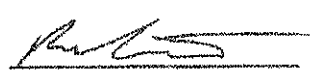
Agreed to on this, the 14th day of June, 2016.

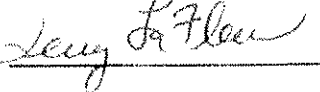
For the company:

John De Lorenzi

Jim Rennie

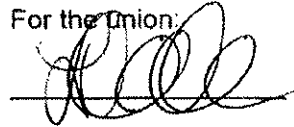




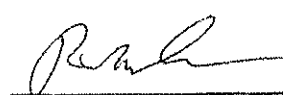
Peter Bennetto

Terry Lafleur

For the Union:







Lisa Dale

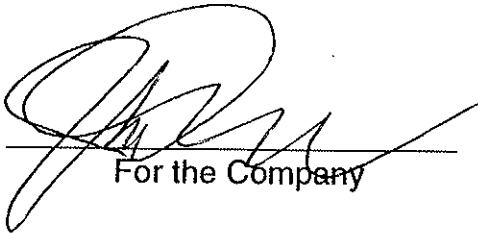
Steve Bernatchez

Rebecca McCracken

Letter of Understanding
BETWEEN
Algoma Steel Inc.
(Hereinafter referred to as the Company)
AND
United Steelworkers Local 2724
(Hereinafter referred to as the Union)

Re: Reversion Rights (7.12.210) & Seniority (7.01.10)

A member of Local 2724 who reverts to or accepts a position in Local 2251 and subsequently returns to a position in Local 2724 by being successful in a Local 2724 job posting, will have their seniority in Local 2724 adjusted upon their return to include their previous time as a member of Local 2724.


For the Company


For Local 2724


For the Company


For Local 2724

Date: 4 Sept 2019