

Algoma Steel and USW Local 2724

LETTER OF AGREEMENT  
BETWEEN  
ALGOMA STEEL INC.  
AND  
USW LOCAL 2724

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**Introduction:**

The Parties have met and discussed adding additional employees, to the LOA RE: Staffing Future EAF Resources. The parties have agreed that this agreement will be attached as Addendum "A" of the original LOA. It has been attached as Appendix "B" to this agreement.

The Parties have agreed that those Employees approached with the opportunity to participate in the retention program from the Utilities Department will be governed by the attached Appendix "B" except as stated otherwise below.

1. Each of the Local 2724 members in the Utilities department will be approached to establish their intent to participate. A list of those individuals will be determined by the Company and provided to the Local 2724 Executive.
2. Each member will fill out the attached form (Appendix "A") and return to their Superintendent by no later than July 7<sup>th</sup>, 2023 indicating their intent to participate in the retention program or not. At the Discretion of the General Manager, forms returned up to July 17<sup>th</sup> may be accepted.
3. The retention program will run for a period of three and a half (3 ½) calendar years commencing July 1<sup>st</sup>, 2023 until December 31<sup>st</sup>, 2026.
4. Employees enrolled in the retention program via their confirmation through Appendix "A" will, upon completion of one year of calendar work be eligible for a lump sum retention **bonus of 10% of their regular base salary**, less all applicable deductions, to be paid by no later than February 1<sup>st</sup> of the following calendar year. The Company will provide the Union with a list of all employees enrolled in the retention program and their respective worked hours. The first year July 1<sup>st</sup>, 2023 – December 31<sup>st</sup>, 2023 will be prorated for six months. The payment plan will be as follows:
  - Feb 1, 2024 Prorated Lump Sum bonus
  - Feb 1, 2025 10% lump sum bonus
  - Feb 1, 2026 10% lump sum bonus
  - Feb 1, 2027 10% lump sum bonus

NOTE: For clarity, eligibility of the bonus is limited to active employees on December 31 of each year.

Retention Bonus LOA – Addendum "A"

5. The 10% lump sum payment may be prorated at the discretion of the General Manager for any absences (excluding vacation or "C" time) of five (5) days or more. The Union will be informed of any prorated hours at the time they are provided the list outlined in paragraph 4 above.
6. Employees electing to participate in the retention program will in exchange waive their job posting rights under Article 7.06. Employees in the retention program will not be eligible to apply for any job postings during the life of this agreement except as otherwise stated herein.
7. Furthermore, Employees who elect to partake in the retention program who previously were the successful applicant of a job posting, but have not been released yet, will be deemed to have immediately withdrawn their application of that job posting and will remain in their respective department/position. The only exception is that employees will be able to use 7.06 within their current respective home department.
8. New 2724 members transferring into Utilities positions, at the time of commencement of employment in those jobs, will be provided the option to participate in the retention program. They will specify their interest in participating in the retention program by filling out Appendix "A". The first retention bonus will be prorated based on their commencement in the role and hours worked that calendar year.
9. Should an Employee elect to withdraw from their participation of the retention program they may do so by submitting a written request to their General Manager, or their designate, and the Local 2724 Executive. However, No employee who participates in the retention program is eligible to withdraw prior to January 1<sup>st</sup>, 2024.
10. An Employee who elects to withdraw from the retention program will remain eligible for a prorated portion of the lump sum bonus up to the day of the written withdrawal.
11. Any employee that elects to withdraw from the program but then approaches their General Manager, or their designate, wishing to recommence participation in the retention program will be eligible to join once again at the start of the next full calendar year.
12. Furthermore, an Employee who previously enrolled in the retention program that elects to withdraw, via writing, will remain ineligible to apply for job postings for a period of six (6) calendar months from the date of the written withdrawal from the retention program. Once the six (6) month waiting period has been served the restrictions under the job posting provisions, Article 7.06, will be relinquished.
13. This agreement is being made on a without prejudice or precedent basis to any other matter between the parties.
14. Any issue of application of this agreement with respect to the interpretation or administration of the program will be discussed between the parties in an effort to resolve the issue. If the Parties remain unable to resolve the issue they may submit the matter to arbitration to be heard by an agreed upon arbitrator.

**Retention Bonus LOA – Addendum "A"**

Algoma Steel and USW Local 2724

- 15. This LOA will expire on January 1<sup>st</sup>, 2027 unless otherwise agreed by the Parties.
- 16. The Company may end this agreement prior to the aforementioned expiry date so long as they provide at least six (6) months' notice of any new calendar year. For clarity, should notice be given with less than six (6) months' notice then the retention program will remain for the entirety of the next calendar year, but will end at that time.

Dated: June 30/23

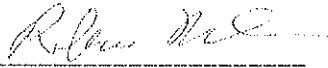
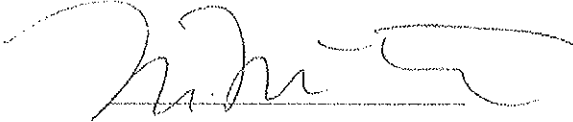
For the Company

For the Union

  
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(S) Loris Molino

  
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Loris Molino

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**APPENDIX "A"**  
**Retention Bonus Declaration Form**

I, *(please print)* \_\_\_\_\_, have indicated my preference below to participate in the Company's Retention Bonus as prescribed in the Parties Retention Bonus Letter of Agreement (LOA).

Please check only 1 of the below boxes:

I wish to participate

I do not wish to participate

This form must be completed and returned to your Superintendent no later than July 7<sup>th</sup>, 2023.

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Name and Clock #

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Signature

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Date