

ADDENDUM 5 – Front Line Supervisors

The following document represents the proposals identified under the heading of Front-Line Supervisors Performing Full Range of Management Duties – C19

Front Line Supervisor Appendix

In recognition that the Ontario Labour Relations Act excludes such employees from its provisions and in recognition of the conflict of interest of having employees who perform supervisory functions represented by a union, the parties agree to the following amendments to the terms and provisions of the Collective Agreement as it applies to such employees:

Article 1.05

Employees who perform supervisory duties shall be prohibited from assuming any Union role including serving or acting in the capacity of a steward, trustee, guard or Union Executive role.

Article 1.07

Notwithstanding Article 1.07, the Company may provide those employees who perform supervisory functions with improved terms and conditions of employment.

Article 3.01

The Union commits that it will not discriminate against an employee who performs supervisory functions, cause such employee to be discriminated against or support any employee who discriminates against such an employee.

Article 4.02

Employees who perform supervisory functions shall continue to be responsible for ensuring that employees of the Company work in compliance with the workplace rules and regulations and the Health and Safety rules and regulations in accordance with the practices and procedures of the Company, the Health and Safety Manual, the Employees' Conduct Rules and the contractual obligations of the Company.

Employees who perform supervisory functions acknowledge and agree that they will meet all expectations placed upon them by the Company and will carry out their responsibilities as requested and expected by the Company.

Article 5.01.40

Delete the last sentence so that the parties will acknowledge that the Company after consultation has the unilateral right to amend the working schedule for an employee covered by this Appendix based upon its operational needs.

Article 5.02.10

This Article is amended to the extent necessary to allow the Company to establish special scheduling arrangements up to twelve hours per shift directly with the employee(s) concerned and without the need to secure the agreement of the President of the Local Union.

Article 5.03.20

This Article is amended to provide that any overtime hours in excess of 48 hours will be compensated by granting "C" time or overtime pay at the employee's option.

Article 5.03.40

Disregard the second sentence regarding employees being trained outside of their normal schedule.

Articles 5.04.10; 5.04.11; 5.05.10; 5.06.10; 5.06.20; 5.06.30

These Articles do not apply. In recognition of this, each employee covered by this Appendix will receive two (2) compensating days annually.

Article 7.03 (2)

Amended to read, "he is discharged, or"

Article 7.05

The second paragraph is amended by deleting the sentence, "The creation of new or changes to existing 'ladders and families' may only be done by agreement of the parties."

Article 7.06.10

This Article does not apply. Instead, the Company will post and seek "Expressions of Interest" for employees covered by this Appendix so that they may advise of their wishes for alternate assignment.

Article 7.06.12

This Article does not apply.

Article 7.06.13

This Article does not apply.

Article 7.06.16

This Article does not apply.

Articles 7.08.10; 7.08.20; 7.08.30

These Articles do not apply

Article 7.10.10

The parties must develop a lay-off procedure to be applied to employees covered by this Appendix that balances their bargaining unit seniority with the Company's need to maintain required employees.

Article 7.11

This Article does not apply.

Article 9.01.20

This Article will be amended to reflect the fact that employees covered by this Appendix are not subject to receiving Demerit Points as a form of discipline. Likewise employees who are discharged will not be allowed to continue to work while a grievance, which may have been filed protesting his discharge, is being processed through the Grievance Procedure.

Article 9.03

Amend Article to limit an Arbitrator's jurisdiction for discharges to awarding notice and severance under the Employment Standards Act and Common Law for terminations determined to be without just cause to four (4) weeks per year of service to a maximum of eighteen (18) months. In the alternative, the Company may re-assign the employee to another position within the Company.

Article 10

As a general preamble to this Article, the parties must acknowledge that the employees covered by this Appendix represent Management in all matters pertaining to Health and Safety.

Article 11.01

The following Letters of Agreement will require amendment:

- Memorandum of Understanding Re: Article 1.02.40 (new) Contracting Out
- Letter of Agreement Re: Article 4
- Memorandum of Understanding Re: Article 5.01.40 – Preferred Shift Schedule
- Letter of Agreement Re: Overtime Averaging Agreement
- Letter of Agreement Re: Use of Cellular Phones Off Site
- Letter of Agreement Re: Extra Hours of Work Agreement
- Letter of Agreement Re: Compensating Days Off – Employees On a Continuous Operation
- Memorandum of Understanding Re: Local 2251 Letter of Agreement – Article 7.12.12
- Letter of Agreement Re: Article 9.01.20
- Letter of Agreement Re: Job Evaluation
- Letter of Agreement Re: Job Evaluation Process
- Letter of Agreement Re: Article 15.01.10
- Letter of Agreement Re: Limited Benefit Coverage for Local 2724 Contract Employees Under the Extended Health Benefits Agreement
- Letter of Agreement Re: Job Titles, Rate Changes Organization Charts and Role Specifications
- Letter of Agreement Re: Ladder Movement
- Letter of Agreement Re: Compression
- Letter of Agreement Re: Engineering and Construction Department Ladder

Article 13.01

No employee covered by this Appendix may be a member of the Union Grievance Committee.

Article 13.05

Consistent with the restriction placed upon the arbitrator, no employee covered by this Appendix may be reinstated via an arbitration award.

Articles 15.09; 15:10

A one time salary adjustment of 5% will be added to the Base Salary of those positions denoted in the attached.

Employees covered under this Appendix will receive the same considerations as the Exempt Group with respect to the granting of Funeral Leave and Bereavement Pay. In no event shall the benefit given be less than that contained within the Collective Agreement.

Article 16

In the event of a legal labour disruption between the parties, the Local Union agrees that employees covered by this Appendix will be made available throughout the duration of the dispute. The Local Union commits to take no action or support any action taken against any such employee.

Article 18

Employees covered by this Appendix will be placed in the Company's Discretionary Management Bonus System. In no circumstance will the amount of bonus paid be less than such employee would have received under the Profit Sharing Plan.

Appendix C – Family

The parties should develop a revised family structure encompassing the employees covered by this Appendix.

Appendix D – Ladders and Families Definition

This Appendix requires modification in that all jobs may not be in the same department, may not have similar hours of work, and changes to the revised Family structure will incorporate consultation with the Local Union but not the achievement of consensus.

Appendix E – Posting and Selection Process

This Appendix will not apply to those employees covered or to those employees applying for a role which exercises supervisory or managerial functions.

Extended Health Benefits Agreement

The Company may at its discretion offer improved benefits to employees covered by this Appendix.

Job Code	Job Title	Type	Grade	Std Rates Aug 01/09	One time Salary Adjustment
21-376	Shift Supervisor - Emergency Response	MIA	913	\$6,652.59	
21-454	Supervisor Environment Control Services	MIA	819	\$7,584.09	
22-202	Supervisor Corporate Logistics & Raw Material Processing	ST8	818	\$6,765.01	
22-411	FLS - Stores	OS9	914	\$6,882.48	
22-415	Supervisor - Inventory Management	MIA	816	\$6,639.86	
22-866	Supervisor - Buying	MIA	816	\$6,639.83	
22-865	Purchasing Agent	MIA	818	\$7,857.12	
23-054	Supervisor - Works Accounting	MIA	817	\$7,931.27	
23-065	Supervisor - Cost Accounting	MIA	817	\$7,538.32	
23-080	Time Supervisor	MIA	815	\$6,374.73	
23-084	Supervisor - Cash Forecasting & Banking	MIA	817	\$7,134.54	
23-090	General Supervisor - Payroll	MIA	818	\$8,003.42	
23-091	Supervisor - Credit	MIA	816	\$6,718.10	
23-178	Payroll Supervisor	MIA	816	\$6,765.00	
24-116	Supervisor - Planning/Booking	MIA	818	\$7,834.19	
24-118	Supervisor - Purchase & Conversion	MIA	818	\$7,834.19	
24-119	Supervisor - Order Entry	MIA	818	\$7,834.19	
24-393	FLS Sheet Finishing & Outside Processing	MIA	816	\$6,659.84	
24-521	Supervisor Load Planning & Scheduling	MIA	913	\$6,788.20	
24-527	FLS-Manifesting & Car Control	MIA	913	\$6,788.20	*
24-771	FLS - Primary Scheduling	MIA	817	\$6,780.46	*
24-792	FLS - Scheduling Hot Mills & Plate Finishing	MIA	816	\$6,659.85	*
26-061	Chief Supervisor	MIA	820	\$8,544.16	
26-062	Senior Project Supervisor (Eng.)	MIA	818	\$7,858.10	
26-086	FLS-Mechanical/Civil/Construction	MIA	913	\$6,890.19	*
26-088	FLS-Electrical Construction	MIA	913	\$6,715.76	*
26-100	Project Supervisor	MIA	816	\$7,101.40	*
26-270	Supervisor-Engineering Services	MIA	813	\$5,971.03	
27-070	Senior Supervisor-Computer Systems Maintenance	MIA	913	\$7,329.69	
27-071	Supervisor-Computer Systems Maintenance	OS9	911	\$6,237.22	
27-550	Acting Supervisor-Occupational Health & Safety	MIA	819	\$7,919.50	
28-091	Supervisor-Customer Claims	ST8	813	\$5,960.49	
28-140	Senior Supervisor Chemist	MIA	915	\$7,936.97	
28-294	FLS-Mechanical/Metallographic Test Labs	MIA	913	\$6,654.32	*
28-374	Supervisor-Metallography	MIA	814	\$6,600.31	*
28-424	FLS-Sample Lab	MIA	912	\$6,794.13	*

28-448	FLS - Hold & Release	MIA	912	\$6,652.59	*
28-449	Managing Metallurgist	MIA	916	\$9,583.55	n/a
28-483	Senior Technical Supervisor	MIA	818	\$7,857.12	
30-556	FLS - Auto Repairs	MIA	913	\$6,704.02	*
30-560	FLS-Auto Shop	MIA	913	\$6,704.02	*
31-453	FLS-Machine Shop	OS9	913	\$6,654.32	*
31-458	FLS - Vacation Relief	OS9	912	\$6,442.61	*
31-460	FLS - Fitting & Staging	OS9	913	\$6,654.32	*
31-500	FLS - Fabrication & Car Shop	OS9	913	\$6,654.32	*
31-800	FLS - Welding Shop	OS9	913	\$6,654.32	*
32-018	Supervisor-Information Services	ST8	815	\$6,262.98	
32-038	General Supervisor-Energy Technology	MIA	915	\$7,927.24	
33-040	FLS-Utilities Operations	MIA	916	\$8,121.48	*
33-042	FLS-Quality Initiatives & Project Supervisor	OS9	914	\$6,882.48	*
33-319	FLS-HVAC & Mechanical-Utilities	MIA	914	\$6,890.18	*
35-051	FLS - Maintenance - DSPC	OS9	916	\$7,366.75	*
35-096	FLS - Electrical Maintenance - Cokemaking	MIA	914	\$7,094.39	*
35-098	FLS-BOSP Gas & Utilities	MIA	913	\$6,958.63	*
35-136	FLS - Electrical Maintenance - Utilities	OS9	913	\$6,654.32	*
35-140	FLS - Power & Services	OS9	913	\$6,654.32	*
35-160	Technical FLS - Power & Services	MIA	914	\$6,971.63	*
35-200	Supervisor - Electrical Repair Shop	OS9	913	\$6,654.32	*
35-248	FLS-Electrical 106" Mill	MIA	913	\$6,985.46	*
35-284	FLS-Electrical Maintenance	MIA	913	\$6,985.46	*
35-303	FLS-Electrical Assigned (Cold Mill)	MIA	913	\$6,959.61	*
36-033	FLS - Mechanical Maintenance	MIA	914	\$7,022.38	*
36-035	Mechanical Supervisor/Coordinator-Caster	MIA	914	\$7,022.38	*
36-182	FLS-Mechanical (Coke)	MIA	913	\$6,862.36	*
36-261	FLS - Maintenance - Ironmaking	MIA	913	\$6,958.63	*
36-278	FLS-Mechanical Maintenance - Ironmaking	MIA	913	\$6,958.63	*
36-328	FLS - Central Maintenance	MIA	914	\$6,890.18	*
36-382	FLS - Mechanical Maintenance	MIA	913	\$6,958.62	*
36-400	FLS - Central Trades	MIA	914	\$6,890.19	*
36-530	FLS - Mechanical - Plate Finishing	MIA	913	\$6,757.82	*
36-531	FLS - Mechanical Maintenance	MIA	914	\$7,022.36	*
36-731	FLS - Mechanical Maintenance-CM	MIA	913	\$6,862.37	*
37-048	FLS - Hoisting / Rentals	OS9	913	\$6,654.32	*
37-049	FLS - Replacement Transportation Services	OS9	913	\$6,654.32	*
37-152	FLS-Mobile Equipment	MIA	913	\$6,704.01	*
37-401	FLS - Tracks	OS9	913	\$6,652.00	*

37-405	FLS - Switching & Marine	OS9	913	\$6,652.00	*
37-487	FLS-Welfare & Yard Services	OS9	913	\$6,652.00	*
38-328	FLS-Central Maintenance	MIA	914	\$6,890.18	*
38-330	FLS - Infrastructure	MIA	914	\$6,890.18	*
42-032	Supervisor - Refractories	MIA	913	\$6,704.01	*
42-037	FLS Masonry - Steelmaking/Casters/DSPC	MIA	914	\$6,890.19	*
45-010	Project Supervisor - Mech	MIA	914	\$7,196.34	*
45-104	FLS - NDE & Vibration	MIA	913	\$7,022.36	*
45-207	Senior Project Supervisor (Construction)	MIA	915	\$7,929.15	*
48-825	Supervisor-Q.A.-Audits & Specifications	MIA	817	\$7,187.41	
50-010	FLS - Maintenance Trans West	OS9	914	\$6,882.48	*
50-090	Office Supervisor	ST8	811	\$5,675.78	
50-157	FLS - Scrap Processing & Cranes	OS9	914	\$6,882.48	*
50-165	FLS - Mobile Equipment & Burning	OS9	914	\$6,882.48	*
51-008	FLS-#8 Battery	MIA	914	\$7,091.46	*
51-103	FLS - Electrical & Automation Maintenance	MIA	913	\$6,862.35	*
51-105	FLS - Mechanical Maintenance (Cokemaking)	MIA	913	\$6,958.63	*
51-297	FLS - By-Products	MIA	914	\$7,091.46	*
51-301	FLS-#7 Battery	OS9	914	\$6,882.48	*
51-305	FLS - #9 Battery	MIA	914	\$7,091.46	*
51-425	FLS - Material Handling - Cokemaking	MIA	916	\$8,315.89	*
51-710	FLS - Operations - Vacation Relief - Cokemaking	MIA	910	\$6,211.38	*
53-047	FLS - Cast House	MIA	915	\$7,568.45	*
53-048	FLS - Ironmaking / Furnaces	MIA	915	\$7,568.45	*
53-253	FLS - Material Handling	MIA	913	\$6,794.13	*
53-254	FLS - Hot Metal Processing & Movement	OS9	914	\$6,882.48	*
53-255	FLS-Electrical Maintenance (Ironmaking)	MIA	913	\$7,050.00	*
53-257	FLS-Mechanical Maintenance (Ironmaking)	MIA	913	\$7,022.38	*
53-700	FLS Operations - Vacation Relief - Ironmaking	MIA	910	\$6,211.38	*
54-200	FLS-Lime Plant & Material Movement	OS9	913	\$6,654.32	*
57-101	FLS - Material Movement	MIA	914	\$6,890.19	*
59-100	FLS - Cranes & Equipment Utilization	MIA	914	\$7,091.46	*
59-102	FLS - Charging & Melting	MIA	914	\$7,091.46	*
59-103	FLS - Refining	MIA	914	\$7,091.46	*
59-104	FLS - Ladles	MIA	914	\$7,091.46	*
59-333	FLS - Maintenance BOSP	MIA	913	\$6,958.62	*
59-700	FLS-Operations Vacation Relief	MIA	910	\$6,211.38	*
60-010	FLS - Electrical Maintenance Slabcast	MIA	914	\$7,088.79	*
60-011	FLS - Mechanical Maintenance Slabcast	MIA	913	\$6,958.62	*
60-100	Casting Supervisor	MIA	914	\$7,091.46	*

60-157	FLS - Segment Shop	MIA	912	\$6,442.61	*
61-050	FLS - Thin Slab Caster (Old GF Job)	OS9	916	\$7,366.75	*
61-051	FLS - Casting	MIA	915	\$8,121.48	*
62-028	FLS - Shipping & Steel Disp	OS9	914	\$6,882.48	*
62-052	FLS-DSPC Roll Shop	MIA	915	\$7,479.36	*
62-053	FLS - Mill Area	MIA	915	\$8,121.48	*
62-210	FLS - Electrical Assigned DSPC	MIA	914	\$7,094.39	*
62-212	FLS - Mechanical Assigned DSPC	MIA	914	\$7,022.38	*
62-280	FLS - Mechanical Maintenance (Relief)	OS9	914	\$6,882.48	*
62-700	FLS Operations - Vacation Relief - DSPC	MIA	910	\$6,211.38	*
64-011	FLS - Plate Transfer	OS9	913	\$6,654.32	*
64-018	FLS - Shipping-Plate	MIA	912	\$6,568.00	*
64-023	FLS - Heat Treat	MIA	914	\$7,112.22	*
64-032	FLS - Shear/Flame Cut	OS9	913	\$6,654.32	*
64-116	FLS - Electrical Maintenance Plate	MIA	913	\$6,927.81	*
65-012	FLS - Strip Finishing	MIA	914	\$7,112.22	*
65-020	FLS - Strip Shipping	OS9	911	\$6,237.22	*
65-119	FLS - Electrical Maintenance Strip	MIA	913	\$6,757.84	*
66-021	FLS - 166" Mill	MIA	915	\$7,479.41	*
66-022	FLS - 106" Mill	MIA	915	\$7,479.41	*
66-025	FLS - Furnaces	OS9	916	\$7,366.75	*
66-027	FLS-Slab Yard/Furnaces	MIA	915	\$7,479.41	*
66-104	FLS - Hot Mill Slab Yd	OS9	914	\$6,882.48	*
66-284	FLS - Electrical Maintenance	MIA	913	\$6,985.47	*
66-302	FLS - Roll Shops	OS9	912	\$6,442.61	*
66-531	FLS - Mechanical Maintenance	MIA	914	\$7,022.37	*
66-534	FLS - Mechanical Area Maintenance	MIA	913	\$6,757.84	*
68-012	FLS - Welded Beam	MIA	914	\$7,112.22	*
77-009	FLS - Pickler	MIA	914	\$7,254.08	*
77-101	FLS - Mechanical Maintenance-CM	MIA	913	\$6,862.37	*
77-294	FLS - Shipping & Steel Flow	MIA	914	\$7,254.08	*
77-295	FLS - Reduction/Anneal/Roll Shop	MIA	914	\$7,254.08	*
77-296	FLS - Temper Mill / Slitter	MIA	914	\$7,254.08	*
77-700	FLS Operations - Vacation Relief - Cold Mill	MIA	910	\$6,211.38	*
78-001	FLS - Operations (QBI)	MIA	914	\$7,091.46	*
78-015	FLS - Technical QBI	MIA	914	\$7,179.88	*