

Memorandum of Settlement

Between

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

-and-

**THE UNITED STEELWORKERS
ON BEHALF OF ITSELF AND ITS LOCAL 2724**
(hereinafter referred to as the Union)

July 29, 2010

The undersigned representatives of the parties hereby agree to the following amendments to the Collective Agreement, in full settlement of all matters at issue between them and agree to unanimously recommend these terms of settlement to their respective principals.

This agreement shall become effective upon the Union's ratification of this agreement and is conditional upon ratification without a work stoppage.

Term

- August 1, 2010 to [January 31, 2013](#)

COLA

- Continue COLA updated quarterly adjustments through life of agreement, annual COLA roll-in effective August 1st of each year except as noted below.

Wage Increases:

- COLA Roll-in August 1, 2011, increase the July 31st standard monthly wage rate by 1.0% - effective August 1, 2011
- COLA Roll-in August 1, 2012, increase the July 31st standard monthly wage rate by 2.5% - effective August 1, 2012
- COLA Roll-in [January 31, 2013](#).

Pension Windows

- Extend Pension Windows for the following periods:
 - (i) August 1, 2010 to October 31, 2010
 - (ii) January 1, 2011 to October 31, 2011
 - (iii) January 1, 2012 to October 31, 2012
 - ~~(iv) January 1, 2013 to July 31, 2013~~

- Amend the dates in Section 7 of the Pension Plan Summary for Salaried Employees.
- Amend the Retiring Allowance from \$2,250 to \$2,500 per month effective August 1, 2010.

Defined Contribution Pension Plan

1. The parties agree to the development of a Defined Contribution Pension Plan effective January 1, 2011 for all new hires and those existing employees wishing to switch for future service purposes. This Plan will contain the following elements:
 - For the purposes of the pension only “hours worked” means all hours for which an employee receives wages and includes hours for vacation, paid statutory holidays and approved union leaves per Article 8.05. Pension contributions for overtime hours will be paid on a straight time basis;
 - Effective January 1, 2011, the Company will contribute \$2.50 per hour for all qualifying hours;
 - Effective January 1, 2012, the Company will contribute \$2.55 per hour for all qualifying hours;
 - Effective January 1, 2013, the Company will contribute \$2.65 per hour for all qualifying hours;
 - Contributions will be paid by the Company at a rate of forty (40) hours per week for employees on short-term disability, long-term disability WSIB, Income Security and leaves of absence provided for under the Employment Standards Act.
 - The selection of the plan provider will be jointly agreed to. Employees will be able to choose from a range of investment options.
 - The Company will provide an education seminar for all employees considering or entering the Defined Contribution Pension Plan. The Company will ensure that the United Steelworkers District Six representative of the Research department will be present at the presentations

Shift Premium

- Afternoon shift premium increased by \$0.40 per shift from \$1.60 to \$2.00
- Night shift premium increased by \$0.40 per shift from \$2.40 to \$2.80
- Sunday shift premium increased by \$0.40 from \$3.20 to \$3.60

Boot Allowance

- Increase the benefit from \$70 per year to \$100 per year and increase the permitted accumulation to \$200.

Retirees

- The Plan will reimburse 50% of the receipted cost of glasses and hearing aids to a maximum of \$200 per family for the life of the Agreement (i.e. [January 31, 2013](#)). This shall also apply to all retirees who retired prior to August 1, 2010.
- “During the period of August 1, 2010 to [January 31, 2013](#), any retiree or eligible dependant who reaches the Lifetime Maximum Limit (i.e. \$140,000) will be provided with the full support of Essar Steel Algoma Inc. to access alternate funding sources to ensure that the claimant is fully compensated for eligible expenses. Essar Steel Algoma Inc. will be the second payer to any and all government funding program. If retirees are unable to access alternate funding, it is agreed to Essar Steel Algoma, Inc. will ensure all eligible costs covered under the appropriate Policy are paid.”

Extended Health Benefits Agreement

- Amend Article 3.08b EHBA to increase the Lifetime Maximum to \$140,000.
- Amend the initial paragraph of Article 3.07 to change the qualifying period from seven (7) missed shifts to seven (7) consecutive calendar days.
- Amend Article 3.08 (11) of the Extended Health Benefits Agreement to provide that an employee and their dependents will be restricted in the amount of reimbursement to the dispensing fee in place within the Preferred Provider Network. Where there are no preferred provider pharmacies or no delivery service this Article will not apply and the reasonable and customary dispensing fee will be paid.
- Increase the Chiropractic coverage (et al) from \$16 to \$20 per visit.

New Monetary Language

- Amend the timing of the Profit-sharing calculations and the payouts to coincide with our fiscal year end.
- Create a Summer Student/Co-op Student/Internship rate of \$20.00 per hour.

New and Amended Language / Letters of Agreement

(see attached)

- Addendum 1 – General Article
- Addendum 2 – Union Recognition - Article 1
- Addendum 3 – Job Posting - Article 7.06 and Appendix E
- Addendum 4 – Layoff - Article 7.10.10 and Letter of Agreement RE: Layoff
- Addendum 5 – Front Line Supervisors
- Addendum 6 – Memorandum of Understanding, RE: Advances for Travel Expenses

Other

- All items agreed to during these negotiations (as per attached Schedule A)
- All reasonable costs incurred by Local Union 2724 for the negotiation of the new Collective Agreement will be reimbursed by the Company.
- The parties will **re-sign** all Letters of Agreement unless specifically referenced for deletion or modification.

Signed this day of July, 2010.

For the Company

For the Union

Schedule A

Previously Agreed to Non-Monetary Language

C#6 – Additions to Appendix A – List of Departments

The parties agree to update Appendix A.

Appendix A – List of Departments and C#40 – Housekeeping – 7.04 - Update List

The Parties agree the amend Appendix A and Article 7.04 to reflect the following;

“For the purposes of this Agreement, the Company shall be deemed to be divided into the following departments:

Primary Operations

Cokemaking and By-Products – Operation and Maintenance
Ironmaking – Operation and Maintenance

Steel & Casting

Steelmaking
Slabcaster
Steelmaking & Slabcaster – Maintenance
Direct Strip Production Complex – Operation and Maintenance

Flat-rolled and Other Operations

Plate and Strip – Hot Mills
Plate and Strip – Finishing
Flat-roll - Maintenance
Cold Mill – Operation and Maintenance
Welded Beam Division
Quality Blanks International

Maintenance & Services

Central Maintenance
Maintenance Technology
Shops
Transportation
Utilities
Automotive Repairs
Masonry and Material Movement
Material Re-processing Raw Materials

Staff Areas

Quality Engineering
Accounting
Human Resources
Purchasing and Stores and Logistics
Safety Health & Environmental
Information Technology
Supply Chain
Technical Services”

U#5 – Article 1.02.11 - Monthly Evaluation of All Contracted Out Work

The parties agree to the following language:

Replace “semi-annual” evaluation of all contracted out work with a “monthly” evaluation of all contracted out work.

U#11 – Article 5.01.60 (new) - Letter Preferred Shift Schedule

The parties agree to include the following language as article 5.01.60:

“Where two or more employees are employed in the identical occupation within the same department and are working on a crew schedule, the senior employee will have the preference to be assigned to a crew and the junior employee will be assigned the “floater” role.

The alignment of crews will take place at the end of each year prior to vacation scheduling. There may be instances where the re-assignment of crews would cause an adverse effect upon the operation. In these cases the reassignment may be delayed and where requested, the Company will meet with the Local Union executive to explain their reasons for not reassigning the crews.”

U#18 – Job Posting Article 7.06.10

For purposes of the Memorandum of Agreement only, the Company agrees to post 3 Senior Planners upon ratification.

U#19 – Job Posting Article 7.06.14

For purposes of the Memorandum of Agreement only, the Company agrees that for the administration of 7.06.14 it will commence payment of the rate offered at the 6 week mark.

U#24 – Article 8.04 - Employee Reassignment

The parties agree to replace Article 8.04 with the following language:

“Notwithstanding Article 8.01, the Company and Union shall agree by consensus on the granting of leaves of absence to enable employees to accept elected or appointed positions with the United Steelworkers, provided that such leaves of absence shall expire ten days after the date

any such employee concerned ceases to hold such elected or appointed position. Such employees shall be reassigned per Article 7.08.20 with their original seniority date held when the leave of absence commenced.”

U#26 – Article 9.01.10 - Advance Notice of Discipline

The parties agree to replace Article 9.01.10 with the following language:

“When it is the intention of the Company to meet with an employee to discuss any matter relating to discipline, or which may lead to discipline, the employee will be informed in writing that he is entitled to be accompanied by a union steward.

The Department Head shall meet with the employee and, where requested, a union steward prior to issuing discipline.”

U#27 – Article 9.02 - Notify Local Office of Discipline

The parties agree to replace Article 9.02 with the following language:

“When an employee is disciplined the disciplinary action shall be taken within 21 days of the Company’s first reasonable opportunity to have knowledge of the circumstances giving rise to the discipline. The department steward and local office shall be informed of the reason for such discipline and the penalty assessed. Where available information indicates the issuance of discipline may be warranted and the potential recipient is not available, management may agree with the employee or his representative to extend the 21 day time period. If the penalty is not considered warranted, the matter may be referred to the Grievance Procedure.”

U#28 – Article 11.01 - Letter of Agreement - “But Not Limited To”

The parties agree to replace Letters of Agreement 11.01 with the following language:

“The current Letters of Agreement, including, but not limited to, the Letters of Agreement re: Payment of Legal Fees, Wrap Plan and Income Security, are supplemental to this Agreement, but nothing contained herein shall affect the termination dates or any other provision of such Letters of Agreement.”

U#37 – Appendix D – Ladders and Families Definition – Article 7.05 Date Change

The parties agreed to change the effective date in Article 7.05 h. to December 31, 2010.

U#45 – Salaried Employees Pension Plan - Reduce Notice Period

The parties agree to replace the first paragraph of Section 3 of the Salaried Employees Pension Plan with the following language:

“You may retire at age 55 or if you have 35 years of Credited Service or if the sum of your age plus Pensionable Service is equal to at least 90, provided you give the Company four months’ notice.”

U#56 – Letter of Agreement – Job Titles, Rate Changes, Org Charts and Role Specs - Date Change

The parties agree to update the dates to reflect the term of the collective agreement.

U#58 – Appendix D - Ladders and Families Definition – Article 7.05 – Insert Ladder Movement Letter

The parties agree to insert the following under the existing paragraph under Ladders in Appendix D (page 55):

“Progression requirements for each job on a ladder will be identified and explained to the employees affected. If an employee has not met the progression requirements, their supervisor will identify areas of deficiency. If an employee believes that they should advance on their ladder progression and their direct supervisor disagrees, the employee may contact the Human Resources department. The Human Resources department will then arrange for a meeting with the employee, their immediate supervisor, the Local Union and a representative from the Human Resources department to determine what actions can be taken.”

U#59 – Letter of Agreement – Flat Roll System Modifications – Delete Letter

The parties agree to delete the Letter of Agreement.

U#60 – Letter of Agreement – Carry Over of Vacation Time and “C” Time – Add to CBA

The parties agree to insert the following language as a bullet under Article 14.03.5:

“In those instances where employees have unused Vacation or “C” time remaining at the end of the calendar year the following process will apply:

Vacation Time

All unused vacation time that is not authorized to be carried over into the following calendar year will be paid out, at straight time, during the next pay period thereafter (February 01 cheque).

Unused vacation time agreed to be carried over in accordance with Article 14.03 (5) must be taken by June 30th of the next calendar year.

Authorized carry over vacation time not taken by the June 30th date will be paid out, at straight time, during the next pay period thereafter (August 01 cheque).

“C” Time

“C” time that is carried over from one year to the next must be taken by June 30th of the year after it was earned.

All carried over “C” time not used by the June 30th date will be paid out, at time and one half, during the next pay period thereafter (August 01 cheque).”

U#62 – Letter of Agreement – Rituxin - Add to Letters of Agreement

The parties agree to add the Letter of Agreement for the “Rituxin” arbitration to the Letters of Agreement.

U#63 – Letter of Agreement on Customer Service

The parties agree that the ladder will be inserted into the Collective Bargaining Agreement and that the progression path will be attached to the role specification.

C#18 – Article 1.02.40 - Remove Redundant

Remove Article 1.02.40 as it is redundant based upon the language of Article 1.02.11.

C#32 – Article 7.01.10 - Determining Seniority Dates

The parties agree to include the following language in Article 7.01.10:

“If more than one employee enters the bargaining unit on the same date, the employee with the most corporate service will be considered the senior employee. If the corporate service is equal then the employee with the lowest clock number will be considered senior. Clock numbers for new employees will be assigned alphabetically by the first initial of the last name. Should the employee not be given the lowest clock number, seniority will be assigned alphabetically by the first initial of the last name.”

C#39 – Housekeeping EHBA - Duration of the Agreement

The parties agree to amend Article 6.01 of the EHBA to reflect the term of the new collective agreement.

C#43 – Housekeeping - Amend to Essar Steel Algoma Inc.

The parties agree to amend the organization title in the CBA from Algoma Steel to Essar Steel Algoma Inc.

C#45 – Housekeeping - Update Positions and Titles

The parties agree to include the note at the top of page 67 in the existing CBA to the top of the revised Appendix F.

C#46 – Article 8.06 & 14.01.6 - Pregnancy and Parental Leave

The parties agree to include the following language in Article 8.06;

“Employees qualifying under the provisions of the Employment Standards Act shall, upon request, be granted a pregnancy and or parental leave. The Pregnancy Leave may be initiated by the Company when in the opinion of the Company Medical Director the duties of the employee’s job cannot reasonably be performed by a pregnant woman or her work is materially affected by her pregnancy. In such cases, the Company Medical Director will consult with, and consider information provided by, the employee’s physician. In the event that the employee provides medical documentation to support a request for accommodation, placement in alternate work will be considered and discussed with the Employee and the Union prior to initiation of the Pregnancy Leave.”

And the parties agree to replace “Maternity Leave” with “Pregnancy Leave” in Article 14.01.6.

C# 47 – EHBA – Short and Long Term Disability – Change PAI to AD&D

The parties agree to change the reference to Personal Accident Insurance in Article 3.07 b) of the EHBA.

ADDENDUM 1 – General Article

GENERAL ARTICLE

WORKPLACE REDESIGN AND EMPLOYEE PARTICIPATION PROCESS

1. MISSION STATEMENT

The parties are committed to a successful and sustainable Essar Steel Algoma Inc. founded upon principles of tolerance and respect between a strong independent union and a strong independent management and a recognition of the value of every employee.

2. OBJECTIVES

The parties will continue the process of redesigning the workplace so that it becomes more participative, safer and more fair. They agree that the skill content of jobs and the skills of employees must be enhanced and opportunities must be created for employees to solve operating problems.

In order to manage change, the parties commit to ongoing consultation, and discussion between management and the union and among employees at all levels. As part of these consultations, management is committed to providing the Union and employees with the opportunity to participate in decisions related to change as early as possible.

The parties agree on the following objectives, and agree to implement changes in the workplace which will:

- upgrade the skill content of jobs and the skills of employees on a progressive and ongoing basis, and provide employees with greater opportunity for training and development;
- eliminate health and safety hazards, including ergonomic hazards;
- ensure workers are trained in safe production practices;

- provide workers with greater influence, accountability, responsibility, and control over day-to-day operations of their workplace;
- lead to continual improvements in productivity and quality based on working smarter, using better equipment, and reducing waste;

3. JOINT STEERING COMMITTEE

a) Mandate and Purpose

A Joint Steering Committee has been established for the following purposes:

- I. to work with the Company's President and Chief Executive Officer and senior management on business matters generally and in particular with respect to the achievement of the goals of the Annual Business Plan and other general business goals and objectives of the Company.

Assist the Company to develop short-term strategies to withstand changing business conditions;.

- II. the parties agree that the process of redesigning the workplace must be a joint endeavour. The Company agrees not to initiate any action, program or change with respect to workplace restructuring or training without the input of the Joint Steering Committee. For the purpose of this Section workplace restructuring will be defined to include the combination, amalgamation, creation, or elimination of tasks, job families and job ladders, and the establishment of operating work groups or teams or job rotation systems;
- III. to jointly develop and implement workplace training programs;
- IV. to administer the agreed to JSC policies;
- V. to act as an ongoing forum for senior management and union officials to discuss and resolve issues related to the workforce and the Company;
- VI. direct all other joint committees which are established by the Joint Steering Committee or the Collective Agreement;
- VII. to ensure that monthly department UMC meetings are occurring and that agreed agenda items are being discussed.

b) Composition

The Joint Steering Committee will consist of the following:

- a co-chair-as appointed from time to time by the Company President and CEO;

- a co-chair as appointed from time to time by the United Steelworkers Director of District 6;
- Executive Officers of the Company;
- six union officials of USW Local 2251, and;
- the President and Vice President of USW Local 2724.

The District 6 and/or National Director of the Union may attend meetings of the Steering Committee on the invitation of either co-chair.

c) Duties and Responsibilities

The Joint Steering Committee will:

- work with the President and CEO and senior management towards achievement of the company's business goals and objectives and in particular as they relate to facilities, manning objectives including attrition and other matters which impact the company's employees;
- periodically review and monitor progress toward meeting performance, sales, employment, and other targets set out in the Annual Business Plan;
- monitor capital expenditure programs;
- review proposed major sale, lease or rental of assets, and review major purchases for materials and supplies, and the tender selection process;
- establish corporate travel policy for bargaining unit members;
- direct and set policy for Union Management Committees;
- review annual plans of the Departments within each area of accountability of the Union Management Committee.

d) Training

The Joint Steering Committee shall exercise its responsibilities regarding training through the Joint Training Team.

The Joint Training Team shall review the training needs of all employees, and develop and recommend a comprehensive training plan and budget for Essar Algoma to the Joint Steering Committee. The training plan will include both shorter term and longer term components, a timetable, and be designed to ensure that the objectives set out in Section 2 are achieved. The Joint Training Team will determine the needs associated with succession planning and professional development in the salaried workforce.

The Company agrees not to implement a training plan without considering the recommendations of the Joint Training Team.

The Joint Training Team shall consist of 2 members appointed by the Local Union and 2 members appointed by management. The Joint Training Team will make recommendations to management and the Joint Steering Committee following their deliberations.

The parties agree to establish a corporate wide system to track training costs for those purposes established by the Joint Steering Committee.

e) Major Technological Change

No major technological change shall be introduced prior to review by the Joint Steering Committee. Technological change is defined as technological changes in the method of operations, materials and process, including the introduction of new or modified equipment which substantially alters the manner in which work is performed.

The Joint Steering Committee will evaluate technological changes based on their contribution to achieving the objectives set out in Section 2 and set policies and procedures to be followed in respect of major technological change.

Employees who will be affected by a proposed technological change must be involved in the process of designing and implementing that change.

f) General

The Company will pay lost time wages and expenses for union members of the Committee for their Committee activities, including time union members spend preparing for such meetings.

The Steering Committee will select consultants, advisors and instructors retained by the Company to facilitate and support any process and programs related to, training, and will determine assignments and duties of such consultants, advisors and instructors.

The Joint Steering Committee may from time to time define and amend as appropriate the roles and responsibilities inherent in structures and jobs involved in workplace restructuring and redesign.

The Joint Steering Committee will not;

- determine individual benefit entitlement;
- deal with any discipline matter;
- have access to confidential personnel files (unless approved by the individual on authorized form);
- assume any of the functions of the employer under any legislation of Canada or Ontario.

4. UNION MANAGEMENT COMMITTEES

a) Mandate and Purpose

The parties will establish Union Management Committees in various areas of the Company (see list of areas in Appendix A). Each of these committees shall report to and be subject to the direction of the Joint Steering Committee. The purpose of the Union Management Committee shall be to:

- Assist in the implementation of change in the workplace which will achieve the jointly agreed to objectives set out in Section 2;
- Assist in the achievement of the department's goals and objectives as set out in the annual business plan of each area, in particular as they relate to facilities.

b) Composition

Each Union Management Committee shall have the following members:

- A General Manager assigned by the Company who shall be a Co-chair;
- A Union Executive assigned by the President of the Local shall be the Union Co-chair;
- Union stewards and union health and safety representatives selected by the Union;
- Other employees within the department as selected from time to time by the co-chairs;
- Human Resources' representatives assigned to area; and
- A Union Coordinator will be assigned as a resource.

c) Duties and Responsibilities

- Administer policies and procedures agreed at the JSC;
- Development, implementation and monitoring of training and development opportunities and plans and plans for improving quality of worklife, including plans for the achievement of objectives set out in Section 2;
- Implement workplace restructuring and redesign within the departments of each area;
- Changes considered in workplace restructuring and redesign must be reviewed by the department Joint Health and Safety Representatives for their potential impacts on employee health;
- Monitors contracting out and overtime hours (excluding replacement hours) in excess of 10% of all hours worked in a 12 month period in any specific functions or jobs in the departments of each area and initiates any action required in accordance with the policies and administrative processes established by the Joint Steering Committee;
- Monitors and reviews all other issues governed by the Joint Steering Committee;

- The Company will pay lost time wages and expenses for union members of the Committee for their Committee activities;
- The Union Co-chair of the Union Management Committee may request further resource personnel to assist them in carrying out their duties.

5. RESTRUCTURING SUPPORT AND PROCESSES

Management and the Union are committed to providing appropriate training and support.

Management and the Union agree to create a team of internal personnel dedicated to supporting the Joint Steering Committee, the Joint Training Team and the Union Management Committees in achieving the objectives as set out in Section 2. The Union shall select two employees to act as Union Co-ordinators. Management shall appoint counterparts to work jointly with the Union appointees. The Union Co-ordinator shall work under the direction of, and report to, the Union Co-chair of the Joint Steering Committee.

A Union Co-ordinator may attend meetings of the Joint Steering Committee and sub-committees or task forces, at the invitation of the Union Co-chair of the Joint Steering Committee. In a corresponding fashion Management may have its Co-ordinator attend meetings of the Joint Steering Committee. The Union Co-ordinator will be responsible for making regular reports to the Union Co-chair and the other union members of the Joint Steering Committee on the progress of the workplace participation process and any other matters they require. At the joint request of the Union and Management Co-chairs the Union Co-ordinator shall make reports to the Joint Steering Committee.

The wages and benefits of the Union Co-ordinators will be paid by the Company, and they will continue to be covered by the provisions of their respective collective agreements. The Company will provide the Co-ordinators with an office, equipment and access to clerical support.

The Company shall provide the Union Co-ordinator with a resources budget of \$50,000 on the first day of each quarter to be used to support the activities of the Co-ordinator, including, but not limited to, assistance, travel and expenses, training, workshops, external consultation and educational material. The resources budget shall be approved by the Union Co-chair. If at the end of each quarter the resources budget has not been allocated, the resources budget for the next quarter shall be reduced by the unused amount. The resources budget will be held in a separate bank account.

The Company shall provide up to two additional people, selected by the Director of District 6, to assist the Union Co-chair of the Joint Steering Committee in carrying out his functions related to the Joint Steering Committee. Wages and benefits will be on the same basis as the Union Co-ordinator.

The Union Co-Chairs of the Union Management Committees shall be provided with office space and office equipment.

6. OVERTIME, CONTRACTING OUT, AND EMPLOYMENT LEVELS

The parties agree to monitor and review the levels of overtime and the levels and type of contracting out on an ongoing basis.

Each Union Management Committee will provide the Joint Steering Committee with a quarterly report for each department in their area.

The Joint Steering Committee will take appropriate action to eliminate or reduce any overtime or contracting out deemed to be excessive.

APPENDIX A - LIST OF DEPARTMENTS

For the purposes of this Agreement, the Company shall be deemed to be divided into the following departments:

Primary Operations

Cokemaking and By-Products – Operation and Maintenance
Ironmaking – Operation and Maintenance

Steel & Casting

Steelmaking
Slabcaster
Steelmaking & Slabcaster – Maintenance
Direct Strip Production Complex – Operation and Maintenance

Flat-rolled and Other Operations

Plate and Strip – Hot Mills
Plate and Strip – Finishing
Flat-roll - Maintenance
Cold Mill – Operation and Maintenance
Welded Beam Division
Quality Blanks International

Maintenance & Maintenance Services

Central Maintenance
Maintenance Technology
Shops
Transportation
Utilities
Automotive Repairs
Masonry and Material Movement
Material Reprocessing Raw Materials

Staff Areas

Quality Engineering
Accounting
Human Resources
Purchasing and Stores and Logistics
Safety, Health & Environmental
Information Technology
Supply Chain
Technical Services
Engineering
Construction

ADDENDUM 2 – Union Recognition - Article 1

The following document was prepared to represent the language of Article 1

ARTICLE 1

UNION RECOGNITION

1.01.10 The Company recognizes the Union as the sole bargaining agent for all employees of Essar Steel Algoma Inc. at 105 West Street in Sault Ste. Marie, and in Burlington at 5515 North Service Rd., Suite 301, save and except Department Heads, persons above the rank of Department Head, persons covered by a subsisting collective agreement(s) or a certificate granted by the Ontario Labour Relations Board, Human Resources Officer – Industrial Relations, Human Resources Officer – Personnel Services/Industrial Relations, Supervisor – Industrial Relations/Medical Services, Supervisor – Employee Benefits, Supervisor – Wage and Salary Administration, Supervisor/Co-ordinator – Personnel Services, Sales employees, and secretaries to the President and CEO, the Vice Presidents, General Counsel and Corporate Secretary, and the Manager of Human Resources.

Clarity Note: For the purposes of clarity, it is understood that technical service employees are not sales employees and are included in the bargaining unit.

1.01.11 The Company will notify the Union in writing of new jobs established which are to be excluded from the bargaining unit. Such notification shall include a summary of job functions, responsibilities, date of establishment, and shall name incumbents assigned to the new job. If the Union does not agree that the job is properly excluded it may file a grievance of a General Nature within 21 days of such notification in order to discuss and/or to conduct an on-site examination of the job and incumbents.

1.01.12 When existing jobs are changed or new jobs are to be established which contain duties being performed by employees of the Local 2724 bargaining unit, or similar duties, as well as duties which may be appropriate for another bargaining unit, the Company will advise the Union in writing as far as possible in advance of the establishment of such jobs. The Company and Union will attempt to agree on the proper placement of such jobs in a bargaining unit and to agree on any other relevant matters such as seniority rights of employees affected.

If agreement is not reached, the matter shall be referred to referees, one named by each party, who will attempt to resolve any outstanding issues. Agreement by the referees will be binding on both parties. If agreement is not reached by the referees, the Union may file a grievance of a General Nature.

1.02.10 Except for work covered by the Exclusions and Exceptions identified in Article 1.02.10.01 or as agreed to by the Local Union, work normally performed by employees within the bargaining unit shall continue to be performed by employees within the bargaining unit except when employees with the necessary skills are not available for such work. Every effort will be made to train existing employees to perform such work where practical. No employee will be displaced from his job or be laid off as a result of the Company contracting out such work. The Company may contract out work not normally performed by employees within the bargaining unit, but shall, whenever practicable, and especially during layoffs, have such work performed by employees within the bargaining unit.

1.02.10.01 EXCLUSIONS and EXCEPTIONS:

In order to achieve the economic efficiencies and long term sustainability associated with Essar Steel Algoma Inc. aligning with a larger entity which provides strategic capital investment, technology, global management expertise, leverage and stability throughout the business cycle, the following exclusions have been established to identify the work that is not defined as Contracting Out and therefore are not subject to the Contracting Out and Scope language in Article 1 of the collective agreement.

The Essar Global Family is defined as Essar Global, its direct and indirect subsidiaries, affiliated companies and related companies.

Corporate Functions may be performed by anyone on behalf of Essar Global Family and are defined as activities associated with administration of any corporate service or activity at any location.

Shared Services may be performed by any employee of the Essar Global Family and are defined as coordinated activities which are performed at any location within the Essar Global Family on behalf of multiple sites and/or operations.

Capital Work may be contracted out and is defined as work associated with significant capital projects involving the installation, replacement or reconstruction of any business systems, equipment or productive facilities and (a) is not regular, normal, routine, day-to-day or ongoing; (b) does not involve bundling of work of separate projects

which could be done separately; or (c) does not involve any work not related to the project in question.

Surge Work may be contracted out and is defined as work where Company temporarily uses contractors to supplement employees and where the use of contractors would materially reduce the downtime of the activity or to meet customer requirements in a timely fashion.

Warranty Work may be contracted out and is defined as work performed pursuant to a pre-existing warranty on new or rehabilitated equipment or systems in order to assure that seller representations will be honoured at no additional cost to the Company.

Safeguards

In the event Essar Steel Algoma Inc. enters into an arrangement with regards to Shared Services, the Company will meet with the Union Executive of Local 2724 to discuss the nature of the Shared Services being contemplated, the timing and the potential effects it may have on the bargaining unit. This meeting will take place prior to the commencement of the work to ensure the safeguards are implemented.

No existing established employee as of the effective date of the 2010 Collective Agreement will be laid off solely as a direct result of any of the Exclusions and Exceptions identified in this Article. However, if Shared Services arrangements directly result in a reassignment, but not a layoff of an employee, such employee will have rate protection in accordance with the Letter of Agreement – Maintenance of Earnings unless they fail to bid on a higher rated job for which they are qualified. Any directly affected employee will be trained in order to advance.

The Company and the Local Union will agree on the process and selection and reassignment to be used when it is necessary to reassign an employee to a different position for any reason. (Factors to be considered will include the efficiency of the operation, the ability of the employee to perform the work, inconvenience to the employee, salary, and relative seniority of the employees concerned.)

~~In the event Essar Steel Algoma Inc. enters into an arrangement with regards to Shared Services, the Company will provide notice to Local 2724 prior to the commencement of the work to ensure the safeguards are addressed.~~

Employees may interface with non-bargaining unit personnel as required.

Any Shared Services or Corporate Functions activity located at Essar Steel Algoma Inc. as defined in Article 1.01.10 will be within the bargaining unit if such activities were historically performed by the bargaining unit.

- 1.02.11 Except for work covered by the Exclusions and Exceptions identified in Article 1.02.10.01, a Joint Local Union-Management Committee will be established with a mandate to review all work which is being considered for contracting out. Evaluation of all of the facts involved with such work will be weighed by the Joint Committee but at the same time assures the ability to operate the plant facilities. Included in this evaluation will be the option to retain desirable work in-house and to substitute less desirable work for contracting out. All of the facts and circumstances being considered will be openly shared by all members of the Joint Committee. If agreement cannot be reached at the Joint Contracting Out Committee and the Company contracts out this work, the Union may exercise its right to file a General Nature grievance. If the decision is to contract out, management shall select the supplier and in doing so, consideration shall be given to all relevant factors. All information requested associated with contracting out will be provided in a timely manner.

A monthly evaluation will be conducted of all contracted out work so as to determine if such work should be assigned within the bargaining unit and within what time frame. The contracted out work under this review shall include work performed by contractors inside the plant as well as work which is performed by contractors off site. Notwithstanding the foregoing, the parties recognize that work of an emergency nature may be contracted out if the alternative would be to place the facilities and/or employees in jeopardy. The reasons and details for such will be forwarded to the Joint Committee for evaluation.

In recognition of Essar Steel Algoma Inc. and the United Steelworkers commitment to the community of Sault Ste. Marie and the District of Algoma, when the Joint Contracting Out Committee has made a decision to contract out work, preference shall be given to suppliers in the City of Sault Ste. Marie or District of Algoma.

- 1.02.12 The purpose of the monthly evaluation meetings will be to review issues related to contracting out and temporary management hours related to Local 2724 positions. The Company will supply the Union with data on the aforementioned in preparation for this meeting. This review is intended to develop solutions to issues identified.

- 1.02.20 Employees within the bargaining unit have no claim to jobs outside the bargaining unit. Except as expressly provided in this Agreement,

employees outside the bargaining unit have no claim to jobs within the bargaining unit.

- 1.02.30 Except by mutual agreement, employees excluded from the bargaining unit defined in this article shall not perform work of employees covered by this Agreement, except in cases of emergency if no other qualified employee is available either on shift or off shift. It is recognized that excluded employees do certain routine work and this clause does not apply to such persons, provided that any work so performed shall not have the effect of jeopardizing employment in the bargaining unit.
- 1.03 The Union shall not solicit membership on the Company's time.
- 1.04 The Company shall give each employee entering the bargaining unit a copy of this Agreement within 30 days of the employee entering the bargaining unit.
- 1.05 The Local Union shall elect or appoint an appropriate number of stewards for each department, and shall, as such elections are held or appointments made, give written notice of the names of such stewards in each department, to the Superintendent – Employee Relations and the Department Head concerned.
- 1.06 The Company and authorized Union committees (which may include the International Representatives of the Union) shall meet when necessary for the proper administration of this and other agreements between the parties.
- 1.07 All negotiations between the Company and the Union shall be carried on through the regular procedures established by this Agreement, and the Company shall not recognize or bargain separately with any individual or group of employees within the bargaining unit. This Agreement shall not be altered or amended except by agreement between the Company and the executive of the Local Union.
- 1.08 When hiring new employees the Company shall give consideration to applicants who are former employees.

ADDENDUM 3 – Job Posting - Article 7.06 and Appendix E

The following document was prepared to represent the language of Article 7.06 and Appendix E.

7.06

Job Posting

7.06.10 All vacancies will be posted within the bargaining unit except those jobs which have been agreed to in Article 7.05 or except as agreed to by the Local Union and the Company.

Any position, which has been temporarily filled in excess of 1,000 hours, shall be posted except as agreed to by all parties.

7.06.11 The terms and conditions of the agreed to posting selection process (Appendix “E”) form part of this Collective Agreement.

7.06.12 Every effort will be made to move the successful applicant to the new position as quickly as possible. If such move has not been possible within six (6) weeks, the employee shall be paid the rate offered for the new position if it is higher than his current rate.

7.06.13 An employee who is selected and transferred to a job as a result of a posting shall not again be permitted to apply for another posted vacancy for a period of 9 months from the date of offer. This restriction shall not apply if the vacancy would be a promotion.

Appendix E – Recruitment Process

RECRUITMENT PROCESS

The parties recognize that a fair, consistent, efficient and effective selection process must be implemented to ensure that capable and committed people are selected or recruited for all positions and that bargaining unit employees have the opportunity to reach their full potential through a fair and open process. In recognition of the above, the posting and selection process will take into account the following:

Skilled Knowledge – does the applicant have the skilled application of knowledge to the accountabilities of the role? (includes Education, Technical Skills, knowledge of product or processes, computer skills);

Maturity - is the employee mature enough to handle the stresses, uncertainties, tough decisions and strained working relations that invariably occur in demanding work environment? (includes interpersonal skills, leadership skills, communications, team skills, decision making);

Commitment - does the employee value the work of the role and the working conditions sufficiently to fully apply his / her capabilities to succeed in meeting the roles accountabilities? (includes knowledge of product and process, technical skills decision making, education);

Capability – does the applicant have the ability to handle the complexity of the role? (includes trouble shooting, problem solving, decision making, experience).

Posting Process

Jobs should be posted for a minimum of 8 days.

Postings for positions will be developed as soon as notice of vacancy is received from Accountable Manager(s). Postings will list:

- Qualifications
- Job Class
- Standard Rate
- Posting Closing Date
- Department/Role/Location
- Reporting Relationship
- Ladder or Family (identify related roles)
- Context of role and Primary Accountabilities

Qualifications

Only applicants meeting musts are considered for an interview.

The resumes of candidates not meeting musts are forwarded to Local 2724.

If the manager(s) accepts the senior qualified applicant, no interview is required otherwise the process is outlined below.

A Human Resources Representative will contact applicants not meeting musts or candidates who meet musts who will not be interviewed because the role is filled.

In the event the position is not filled by a member of Local 2724, executive involvement for the filling of the vacancy is at their discretion.

Where there are no Local 2724 candidates or qualified Local 2724 applicants who did not meet the musts or meet the bar, the process will be the same for interviews outside of the bargaining unit. Any of the candidates who meet the minimum musts can be selected for an interview.

Position Criteria

Job selection criteria as determined by the Accountable Manager(s) and a Human Resources Representative must be kept current and will be consistent with changes to the job description.

Description and re-evaluation of position must take place within 14 days of change to accountabilities of the role.

Criteria and scoring guidelines defined for each job will be weighted and applied consistently to comparable roles across the company. Similar positions will have similar criteria and similar criteria weightings. Criteria will be measurable and demonstrable (for example, using behavioral based questions and the person's documented work history).

A scoring bar will be determined at a level which the candidate could perform the job and perform competently with training and experience.

Selection Committee

The selection committee must consist of the Accountable Manager(s), Human Resources Representative and Local 2724 executive designate and may include the incumbent or other knowledgeable person.

Committee members must not be applying for the position. Any other conflicts should be discussed by the committee and be dealt with on an individual basis by the Selection Committee.

The role of this committee is to;

- Review job descriptions, criteria and scoring guidelines
- Interview and evaluate candidates
- Provide feedback on applicants to the Accountable Manager(s) and the Human Resources Representative

Interview and Selection Guidelines

- The 'Musts' are mandatory, measurable and reasonable.
- Criteria can be combined where appropriate.
- Less than 8 criteria limits scope of evaluation.
- More than 15 criteria become cumbersome and limits impact of individual criteria.
- Appropriate criteria for the job will be defined and weighted.
- Questions will be drawn up for each criteria. A decision is made on whether the responses will be written or verbal. (Some criteria may be evaluated from the resume). The questions should address the criteria and the scoring for those criteria.
- Scoring for appropriate responses will be determined.
- A scoring bar will be determined at a level at which the candidate scoring over the bar could "perform the job adequately and perform competently with training".
- The first candidate will be run through the interview process to assess the appropriateness of the bar and create consensus of scoring levels for various responses.

To note:

- * We are setting criteria for a single job only, not for possible future jobs. (i.e. not used for succession planning).
- * May need to adjust criteria for ladders.
- * Criteria must be assessable by an independent observer. (criteria such as being honest, respected and other such attributes are based on subjective opinion and are not acceptable.)
- * Criteria and questions should be geared to skills and characteristics that can be demonstrated.

The normal qualifications which are part of the posting process that are weighted according to the requirements of the position are listed below. These are over and above the musts e.g. 4 year Engineering Degree:

Interpersonal Skills
Organizational Skills
Communication Skills
Leadership Skills
Trouble Shooting and Problem Solving
Decision Making
Computer Skills
Knowledge of product and processes of area
Health & Safety
Team Player
Education
Technical Skills

Outline of Process Steps

1. The job vacancy is identified by the Accountable Manager(s).
2. The Selection Committee is identified.

It is the responsibility of the Accountable Manager(s) and the Human Resources Representative to:

- Develop the posting based on the role specification and qualifications.
 - Select and define the criteria (including any musts).
The “bar” and “weights” are established.
 - Prepare a list of all applicants meeting the “musts,” for review by the Accountable Manager(s).
3. The Human Resources Representative will send questions requiring a written response, and where applicable, job related assessments as defined in the “musts” to the candidates on the short list to help give further insight about candidates.
 4. The Selection Committee may meet to discuss and evaluate the candidates’ written answers and any applicable job related assessments administered. Where warranted, specific follow-up questions will be asked in the interview.
 5. Candidates are interviewed in order of seniority. There will be no limit to the number of 2724 candidates that may be interview.
 6. From the list of candidates over the bar, the successful applicant will be selected by the [Selection Committee](#) based on qualifications, skill, ability and previous work performance. When those factors are relatively equal, the candidate with the most seniority will be offered the position.

7. The successful candidate is identified and the unsuccessful candidate(s) are notified and provided with feedback on strengths and weaknesses by the Accountable Manager(s) on the Selection Committee if requested.

ADDENDUM 4 – Lay-Off - Article 7.10.10 & Letter of Agreement RE: Lay-Off

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)

Overview

The provisions of Article 7.10.10 in the Collective Agreement detail the agreed-to provisions regarding lay-offs and reductions in force.

This Article states;

“If, during the term of this Agreement it is found to be necessary to lay off employees the Company and the Local Union will agree on the process to be used prior to any lay off taking effect. No employee will be laid off if there is a junior employee on a job which the senior employee is capable of doing given reasonable training.”

This [Letter of Agreement](#) is to be used after all attempts under the provisions of Article 7.08 (Assignment & Reassignment) have been exhausted [and the parties do not agree to another lay off process](#).

Procedure

The following details the procedure to be followed in the event a lay-off in excess of one month becomes necessary:

1. Employees identified as being displaced from their current occupation (i.e. the ‘displacing employee’), will be identified and placed on a listing to be provided to the Local 2724 Executive. A summary of each employee’s academic background and prior [work experience](#) should be compiled and included on the listing to assist the parties in executing the lay-off procedure.

2. As a first step, a listing of any employees not represented by Local 2724 (including contractors) working on a Local 2724 position should be identified.
3. The displacing employee who is re-assigned to alternate work, will be reassigned by the parties with the intent to displace the most junior employee within 2724, including those temporarily assigned into Local 2724. In identifying the reassignment, the following rationale should be used:
 - Has the displacing employee performed this function/position previously?
 - Is the displacing employee suited for this function/position based upon their prior experience and/or academics?
 - Is the displacing employee capable of performing the work within a reasonable period of time (i.e. 3 weeks) without having an unacceptable impact upon the efficiency of the operation (i.e. this will also include the physical ability to perform the work)?
4. The order of displacement as per the provisions of item #3 above should be as follows:
 - i. Employees not represented by Local 2724 (including contractors) performing work of the Bargaining Unit in the displacing employees department,
 - ii. Employees not represented by Local 2724 (including contractors) performing work of the Bargaining Unit throughout the operations,
 - iii. The most junior employee represented by Local 2724 where the displacing employee meets the 'posting musts' of the position they will be assigned to and will be able to perform the position with no more than three (3) weeks of familiarization.

Note: The displacing employee will not be reassigned to a position held by an employee outside of Essar Steel Algoma Inc. and within the Essar Global Family.

5. If the employee is reassigned to a job with a lower Standard Rate the employee's current rate will be frozen until such time as the Standard Rate is equal to or greater than the employee's current rate of pay.
6. The foregoing process will continue until no further displacements are reasonably possible (i.e. the training time would exceed 3 weeks).

7. At the conclusion of this process, the parties will meet to identify any concerns/issues resulting from the application of this procedure and work towards an acceptable resolution.

For The Company

For The Union

Date: _____

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

The following amendments to the Collective Agreement will apply to those positions listed in the Attachment to this Appendix. Newly-created front line supervisor positions will be added to the Attachment.

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. [Any overtime hours between 40 hours and 48 hours will be compensated only when the 8 hours are worked consecutively.](#)

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.

The decision to terminate will be reviewed and determined by the appropriate Vice President, the Vice President - Legal, the Vice President - Human Resources and the CEO.

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 **may** 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 Supervisor Corporate Logistics & Raw Material Processing	MIA	819	\$7,584.09	
22-202	FLS - Stores	ST8	818	\$6,765.01	
22-411	Supervisor - Inventory Management	OS9	914	\$6,882.48	
22-415	Supervisor - Buying	MIA	816	\$6,639.86	
22-866	Purchasing Agent	MIA	816	\$6,639.83	
22-865	Supervisor - Works Accounting	MIA	818	\$7,857.12	
23-054	Supervisor - Cost Accounting	MIA	817	\$7,931.27	
23-065	Time Supervisor	MIA	817	\$7,538.32	
23-080	Supervisor - Cash Forecasting & Banking	MIA	815	\$6,374.73	
23-084	General Supervisor - Payroll	MIA	817	\$7,134.54	
23-090	Supervisor - Credit	MIA	818	\$8,003.42	
23-091	Payroll Supervisor	MIA	816	\$6,718.10	
23-178	Supervisor - Planning/Booking	MIA	816	\$6,765.00	
24-116	Supervisor - Purchase & Conversion	MIA	818	\$7,834.19	
24-118	Supervisor - Order Entry	MIA	818	\$7,834.19	
24-119	FLS Sheet Finishing & Outside Processing	MIA	818	\$7,834.19	
24-393	Supervisor Load Planning & Scheduling	MIA	816	\$6,659.84	
24-521	FLS-Manifesting & Car Control	MIA	913	\$6,788.20	*
24-527	FLS - Primary Scheduling	MIA	913	\$6,788.20	*
24-771	FLS - Scheduling Hot Mills & Plate Finishing	MIA	817	\$6,780.46	*
24-792	Chief Supervisor	MIA	816	\$6,659.85	*
26-061	Senior Project Supervisor (Eng.)	MIA	820	\$8,544.16	
26-062	FLS-Mechanical/Civil/Construction	MIA	818	\$7,858.10	
26-086	FLS-Electrical Construction	MIA	913	\$6,890.19	*
26-088	Project Supervisor	MIA	913	\$6,715.76	*
26-100	Supervisor-Engineering Services	MIA	816	\$7,101.40	*
26-270	Senior Supervisor-Computer Systems Maintenance	MIA	813	\$5,971.03	
27-070	Supervisor-Computer Systems Maintenance	MIA	913	\$7,329.69	
27-071	Acting Supervisor-Occupational Health & Safety	OS9	911	\$6,237.22	
27-550	Supervisor-Customer Claims	MIA	819	\$7,919.50	
28-091	Senior Supervisor Chemist	ST8	813	\$5,960.49	
28-140	FLS-Mechanical/Metallographic Test Labs	MIA	813	\$5,960.49	
28-294	Supervisor-Metallography	MIA	915	\$7,936.97	
28-374	FLS-Sample Lab	MIA	913	\$6,654.32	*
28-424	FLS - Hold & Release	MIA	814	\$6,600.31	*
28-448		MIA	912	\$6,794.13	*
				\$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	*

ADDENDUM 6 – Memorandum of Understanding, RE: Advances for Travel Expenses

The following document was prepared to represents the new Memorandum of Understanding, RE: Advances for Travel Expenses

Memorandum of Understanding

RE: Advances for Travel Expenses

For the purposes of business travel, a cash travel advance will be issued to cover all travel expenses expected to be incurred on Company Business.

The following conditions apply:

1. The employee is responsible for providing an estimate of business travel expenses they will incur to their supervisor/manager for approval.
2. The employee is required to reconcile their expenses, before future advances will be issued.