

Letter of Agreement

Between

Essar Steel Algoma Inc. (operating as Algoma)

And

USW Local 2251

Re: Alternate Scheduling Arrangement – Temper Mill

The parties agree that the Alternate Shift Schedule Letter of Agreement dated November 24, 2015 will apply to the Temper Mill using the shift scheduling pattern currently being used in the Slitter as attached.

This agreement will remain in effective provided the Alternate Shift Schedule Letter of Agreement is in effect and provided the Company can maintain the attached commitment regarding transitioning employees from 12 hour to 8 hour shifts from week to week where required by operations.

Dated July 23, 2017 at Sault Ste. Marie

For the Company

*Teresa D'Angelo*

For the Union

*Michael De Pau*

# ALGOMA

The Cold Mill Management team will remain committed to make options available to employees affected by the transition from 12 hour to 8 hour shifts from week to week. This option will be extended to the Cold Mill Technicians in the event that the Temper Mill goes to a 12 hour shift schedule. We will provide employees with options to perform meaningful work on the pay scale they are entitled to for that particular scheduled week.

Dave Paolocco



FLS Temper Mill/Slitter

Leo Kment



FLS Reduction Mill/Anneal/Roll Shop

Domenic Spadafora



Superintendent Cold Mill Operations



