

Letter of Agreement

between

United Steelworkers Local 6571 (the "Union")

-and-

Gerdau - Whitby (the "Company")

Re: Filling Temporary Vacancies in the Shipping Line Of Progression

The intent of this letter is to lay out parameters on how to fill 8 and 12 hour temporary vacancies in the Shipping Line of Progression.

The parties agree that for the duration of this letter all temporary vacancies in the Shipping Line Of Progression will be filled as outlined below.

Temporary vacancies shall be filled by the senior person in the job immediately below who is at work at the same time that the vacancy (or portion) of the vacancy exists, regardless of the shift schedule they are on. The resulting vacancy at the bottom of the line of progression shall be filled by the Shipping Spareman or CRO who is at work at the same time that the vacancy (or portion) of the vacancy exists regardless of the shift schedule they are on.

Any vacancy that cannot be filled by a Shipping Spareman or CRO shall be filled by overtime in accordance with the overtime equability list in the following way.

When an 8hr vacancy exists, it shall first be offered to 8hr employees who have the ability to fill the entire vacancy. If the vacancy remains unfilled it shall then be offered to the employees who are scheduled immediately before and after (call in/stay over) the shift that the vacancy exists on. If both portions of the vacancy cannot be filled in this manner, the entire 8hr vacancy will instead be offered to 12hr employees who have the ability to fill the entire vacancy.

When a 12hr vacancy exists, it shall first be offered to 12hr employees who have the ability to fill the entire vacancy. If the vacancy remains unfilled it shall then be offered to 8hr employees who have the ability to fill the entire vacancy. If the entire vacancy cannot be filled it will then be offered to the 8hr employees who are scheduled immediately before and after (call in/stay over) the shift that the vacancy exists on.

It is understood that at no time will there be overtime offered as a 4hr stand alone shift.

In the event that any situation that could impact the equitable distribution of overtime arises, the parties agree that they will meet to resolve the issue. Any unresolved issues will be dealt with in accordance with the Collective Agreement.

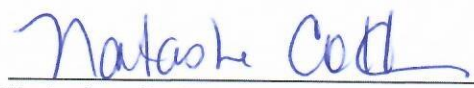
The parties further agree that they will meet and review the overtime equitably list at the end each quarter.

Should the Company violate any of the terms and conditions of this Letter of Agreement or any other condition of the Collective Agreement the Union reserves its right to withdraw its consent to this Letter of Agreement and the Company shall be immediately required to return to the strict application of the Collective Agreement. This agreement shall expire on February 27th, 2021 unless it is either extended by mutual agreement or terminated in writing with seventy-two (72) hours notice to the other party.

DATED AT WHITBY THIS 29th DAY OF MARCH 2019



John Catto
President Local 6571
United Steelworkers



Natasha Cotter
Manager Human Resources
Gerdau Whitby