

Letter of Agreement

between

United Steelworkers Local 6571 (the "Union")

-and-

Gerdau — Whitby (the "Company")

Re: Contracting Out Maintenance Work at Bar Mill Stacker Area

The intent of this letter is to provide the Company with temporary relief from the contracting out language in the Collective Agreement due to high delays in the mentioned area and the current difficulty in recruiting skilled trades. The Company agrees that it shall endeavor to reduce the reliance on Contractors to perform maintenance work at the plant going forward.

The parties to the Collective Agreement agree to the following temporary terms and conditions for a three month period commencing February 1st, 2020;


- In addition to the weekly downday that currently exists in the Collective Agreement, the Company will have the ability to schedule one extra downday for the sole purpose of having work performed on the Bar Mill Stacker and Bar Mill ACME Strappers.
- The Company shall only have the ability to schedule the above mentioned extra downday once per rebar rolling campaign and, in any event, shall not schedule more than four of the extra downdays during the three month period that this letter is in effect.
- The Company shall inform the Union of the date of each extra downday no later than three days prior to the extra downday.
- The Company may only bring in up to 8 contracted millwrights and 4 contracted electricians during the extra downdays, for no more than 12 hours each.
- The Company shall provide to the Union a detailed list of all work that is to be performed during each extra downday.

Unless specifically addressed in this Letter of Agreement, all other terms and conditions as outlined in the Collective Agreement will be adhered to.


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 April 30th, 2020.

DATED AT Whitby THIS 12th DAY OF December 2019



John Catto
President Local 6571
United Steelworkers



Natasha Cotter
Manager Human Resources
Gerdau - Whitby