

Letter of Agreement

between

United Steelworkers Local 6571 (the "Union")

-and-

Gerdau — Whitby (the "Company")

Re: Maintenance Trades hourly increase

The parties to the Collective Agreement agree that, as of January 1, 2020, the regular hourly rate for all Maintenance Trade and Craft employees will be increased by \$2.00 (two dollars).

DATED AT *Whitby* THIS *12th* DAY OF *December* 2019



John Catto
President Local 6571
United Steelworkers



Natasha Cotter
Manager Human Resources
Gerdau - Whitby