

Letter of Agreement
between
United Steelworkers Local 6571 (the "Union")
-and-
Gerdau — Whitby (the "Company")
Re: Maintenance Overtime Opportunities

The intent of this letter is to lay out parameters to allow for advance scheduling of overtime to facilitate better planning of maintenance work.

The parties agree to alter Article 25 as it pertains to the offering of Maintenance overtime. The attached document is an example of the agreed to Maintenance Overtime Canvass sheet that will be posted in both Melt Shop and Rolling Mill Maintenance Departments no later than 8:00am on Monday of each week and will come down on Thursday at 12:00pm. During the above timeframe, Maintenance employees will be required to fill in the Overtime Canvass sheet with the hours they are choosing to work for the following week. Employees who are absent for any reason must contact their Supervisor within the appropriate timeframe to indicate their availability. Once the Overtime Canvass sheet deadline of Thursday at 12:00pm has passed, all opportunities selected to work outside of the employee's regular hours will be deemed to have been so scheduled. The completed Overtime Canvass sheet for the following week will be posted in the applicable areas no later than 4:00 pm on Thursday of each week. Any material changes to the Overtime Canvass sheet will be discussed and agreed to between the parties.

The parties agree that all overtime opportunities, worked and refused, that are offered using the Maintenance Overtime Canvass sheet will not be required to be tracked on the overtime equability list, and will not be subject to the quarterly overtime review.

The parties further agree that any overtime that is offered for the purpose of filling a shift vacancy, or extra shifts, will continue to be offered, recorded and tracked in accordance with the Collective Agreement.

Apprentices can work overtime as long as there is the appropriate apprentice to trade ratio for the respective shift (s); apprentice overtime will be tracked for purposes of overtime equitability.


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

The Parties recognize there may arise unforeseen situations inherent with altering the overtime language in the Collective Agreement. The parties agree to meet and attempt to resolve these situations. If no resolution is reached, the dispute will be resolved as laid out in the Collective Agreement.

This agreement shall expire on February 27th, 2021 unless it is either extended by mutual agreement or terminated in writing with seven days notice to the other party.

DATED AT Whitby THIS 12th DAY OF December 2019


John Catto
President Local 6571
United Steelworkers


Natasha Cotter
Manager Human Resources
Gerdau - Whitby