

**COLLECTIVE
AGREEMENT**

BETWEEN

EVRAZ INC. NA

AND

UNITED STEELWORKERS

LOCAL 5890

REGINA
Effective
August 1, 2011
to
July 31, 2014

Received from EVRAZ Inc. NA, one copy of the agreement with the United Steelworkers Local 5890 covering the period August 1, 2011 to July 31, 2014.

DATE_____ 20__

(Employees Signature)

Name (Please Print)

Address_____

TABLE OF CONTENTS

Arbitration - Article 7	
Arbitration Expenses	
Arbitration Limit	
Employee Assistance	
Expedited Arbitration	
Rules of Procedure for Expedited Arbitration	
Benefits - Article 17	
Bereavement Pay.....	
Dental Plan	
Health Spending Account	
Insurance	
Medical Coverages.....	
Pension	
Supplementary Unemployment Benefit.....	
Weekly Indemnity.....	
Co-operative Wage Studies - Article 16	
Incentives.....	
Learner Rates.....	
Out-Of-Line Differentials	
Production or Maintenance Jobs.....	
Trade or Craft Jobs.....	
Departments & Classifications - Appendix E	
Steel Division	
Tubular Division.....	
Discharge & Disciplinary Procedures - Article 5	
Disciplinary Action	
Employee Reinstatement	
Incident Investigations	
Reasonable Discipline.....	
Warning and Suspensions in Writing.....	
Discrimination and Harassment - Article 1	
Duration of Agreement - Article 19	
General Provisions – Article 18.....	
Access to Personnel Files.....	
Bulletin Boards.....	
Copies of Agreement	
Established Practice.....	
Handicapped Employees	
Joint Seniority, Shift and Overtime Committee.....	
Technological Change	
Grievances - Article 6.....	
Committeemen & Stewards	
Group Grievance.....	
Time Limits.....	
Union Representatives	
Hours of Work – Article 8	

Day of Shift	
Definition of a Day and Work Day	
Definition of a Work Week	
Definitions of Shift	
Lunch Period	
Mutual Exchange of Shifts	
Posting of Schedules	
Shift Schedules in Excess of Eight (8) Hours	
Shifts and Work Schedules	
Leave of Absence - Article 13	
Attend to Union Business	
Engages in Other Employment	
Extended Leave of Absence	
Failure to Return from Leave	
Joint Union Education Fund	
Leave for Jury Service	
Leave for Union Business	
Maternity/Paternity/Adoption Leave	
Personal Reasons	
Requesting a Leave of Absence	
Union C.W.S. Committee	
Union Negotiating Committee	
Letters of Understanding	
Management - Article 3	
Office & Technical Qualifications	
Overtime - Article 9	
Definition of Regular Straight Time Hourly Rate	
Exceptions to Daily Overtime	
Overtime Distribution	
Overtime Meal	
Pyramiding	
Saturdays and Sundays	
Scheduled Days Off	
Shift Schedules in Excess of Eight (8) Hours	
Sixth and Seventh Days	
Time Off After Overtime	
Paid Holidays - Article 10	
Holiday on Scheduled Shift	
Working Paid Holidays	
Purpose of Agreement	
Safety, Health and Environment - Article 14	
Alternate Work and Accommodation	
Health, Safety & Environmental Representative	
Joint Safety, Health and Environment Committee	
Pay on Day of Injury	
PPE & Medicals	
Right to Refuse	
Safety and Health Education Leave	
Training for Advanced First Aid	

Transportation	
Transportation covered by WCB	
Seniority - Article 12	
Definition of Lay-off.....	
End or Start of Month Lay-Offs	
Establishing and Maintaining Seniority	
Inter-Divisional Transfer	
Inter-Plant Transfer	
Job Postings and Lines of Progression	
Job Transfers.....	
Lay-off Because of Breakdown	
Lay-Off Procedure.....	
Line of Progression and Restrictions	
Loss of Seniority.....	
Qualification, Ability & Physical Fitness.....	
Seniority and Job Opportunity.....	
Seniority Lists.....	
Successful Bidders	
Temporary Employees and Students.....	
Temporary Transfers	
Transfer to a Supervisory Position.....	
Shift Schedules	
Union Recognition - Article 2.....	
Union Security - Article 4	
Check Off: Process and Procedure	
Contracting Out	
Membership	
Vacations - Article 11.....	
Definition of a Week.....	
Five to Twelve Years	
Labour Act.....	
Less Than One Year.....	
One to Five Years.....	
Twelve to Twenty-five Years	
Twenty-five Years of More	
Vacation Pay While on Compensation	
Vacation While on Leave of Absence	
Wages & Premiums - Article 15.....	
Call-Out Pay	
Office and Technical Premium.....	
Profit Sharing	
Reporting Allowance	
Saturday and Sunday Premiums.....	
Severance Adjustment Allowance	
Shift Premiums	
Standard Hourly Wage Scale	

APPENDICES:

Appendix A - O&T Qualifications
Appendix B - Shift Schedules
Appendix C - Shift Schedules continued
Appendix D - Rules of Procedure for Expedited Arbitration
Appendix E - Departments & Classifications
Appendix F - Pension Agreements.....
Appendix G - Discrimination & Harassment Complaint / Investigation Procedure

LETTERS OF UNDERSTANDING:

5-2 Frozen Shift Schedule
Amendment to Existing CBA as Pertaining to the 24" Mill.....
Apprenticeship Program.....
Book Account.....
Coffee Breaks.....
Commitment to Review Trades and Technologist Rates.....
Cost of Living Allowance (COLA).....
Employee Empowerment
Job Evaluation Pilot
New Hires Into Steel Operations
Office and Technical Steering Committee
Policies, Practices and Procedures
Purchasing Department.....
Tubular Division – Dead Shift Agreement
Union Leave
Vested Pension

**COLLECTIVE
AGREEMENT**

Made this 2nd day of December, A.D. 2011, at Calgary, Alberta.

BETWEEN:

EVRAZ INC. NA, or its successors and/or its assigns, hereinafter called "the Company",

Of the First Part,

- and -

UNITED STEELWORKERS, Production & Maintenance Group and Office & Technical Group Local 5890,
constituting one bargaining unit, hereinafter called "the Union",

Of the Second Part.

PURPOSE OF AGREEMENT

Whereas the parties agree that it is mutually beneficial and desirable to arrange and maintain fair and equitable earnings, labour standards, wage rates and working conditions to obtain efficient operations, to protect the safety and health of employees and to provide machinery for the adjustment of disputes that may arise between the parties hereto. Therefore, the Company and the Union agree as follows:

Article 1 No Discrimination or Harassment

Article 1.01

The Company and the Union recognize that all employees have the right to work in an environment free from discrimination and harassment. The parties wish to create a workplace in which employees do not engage in or become subject to discriminatory and harassing behavior as defined by law. Accordingly, the Company has established clear policies prohibiting discrimination and harassment within the workplace. In the furtherance of these policies the Company and the Union agree that there will be no discrimination against any employee on the basis of any prohibited grounds as set forth in applicable Provincial Human Rights Legislation or on the basis of Union membership or Union activity and that harassment will not be tolerated within the workplace. The parties agree that they shall not exercise their rights under this collective bargaining agreement in a discriminatory or harassing manner.

Employees are encouraged to immediately bring complaints to the attention of the Company. All complaints must be filed in writing. All complaints received will be fully investigated in accordance with Appendix "G", The Discrimination and Harassment Complaint Procedure, and appropriate remedial action will be taken.

Article 1.02

In all cases where this Agreement refers to a person, the references shall be for both sexes (male and female).

Article 2 Union Recognition

Article 2.01

The Company recognizes the Union as the sole and exclusive bargaining agency for its employees, as described in the current Certification issued by the Provincial Department of Labour, except for Rollers, for the purpose of collective bargaining with respect to rates of pay, hours of employment and other conditions of employment.

Article 2.02

The terms and conditions set forth in this Agreement shall have full force and effect for all employees in the bargaining unit as described in the preceding Section.

Article 2.03

(a) Production and Maintenance Employees Only

“Bargaining unit work” is defined as work that is normally and regularly performed by production and maintenance employees of Evraz. Persons whose regular jobs, are not in the bargaining unit shall not perform “bargaining unit work” except:

1. For the purpose of training and instructing bargaining unit members;
2. In emergency situations when sufficient qualified bargaining unit employees are not immediately available; or
3. In situations where experiments are being conducted with equipment or processes when bargaining unit employees are present to observe and assist.

(b) Office and Technical Employees Only

Except by mutual agreement, employees excluded from the bargaining unit defined in this Article shall not perform work of employees covered by this Agreement, except in cases of emergency if no other qualified employee is available either on shift or off shift. It is recognized that excluded supervisors do certain routine work and this clause does not apply to such persons, provided that any work so performed shall not have the effect of jeopardizing employment in the bargaining unit.

Article 3 Management

Article 3.01

The Union recognizes that it is the function of management to manage the affairs of the business and to direct the working forces of the Company, subject to the terms of this Agreement.

Article 3.02

Such management functions shall be:

- (a) To determine the products and schedules of production, the locations of production, the methods and sequence of manufacturing processes.
- (b) To maintain discipline of employees, including the right to make reasonable rules and regulations, providing however, that any dispute as to reasonableness of such rules and regulations or any dispute involving claims of discrimination against any employee in the application of such rules and regulations shall be subject to the grievance procedure of this Agreement.
- (c) To discharge, suspend or discipline employees for just and reasonable cause, and also hire, transfer, promote, demote and to assign employees to shifts with due regard to seniority in Article 12 of this agreement.

Article 4 Union Security

Article 4.01

All employees covered by the agreement and employed by the Company who are now members in good standing of the Union shall, as a condition of employment, remain members in good standing. All employees of the Company hired after the execution of this Agreement shall become and remain members in good standing of the Union. The Company shall deduct, commencing with the first full pay cheque of an employee, the initiation fee and the first month's dues and thereafter, the then prevailing monthly Union dues. Such dues deduction shall be made after the initiation fee and the first month's dues deduction, in respect of the second pay period in each month and shall be a condition of employment for each employee.

Article 4.02 Membership

The Company agrees that all employees covered under this Agreement, and all new employees hired subsequent to the effective date of this Agreement shall, as a condition of their hiring or continued employment:

- (a) Authorize the Company in writing to deduct union dues from their pay. The Union will provide a Check-off Authorization to the Company for this purpose, the "copy" portion of which is to be mailed by the Company to the servicing staff office of the United Steelworkers.
- (b) Become members of the Union within thirty (30) days from their effective date of hire, and remain members of the Union in good standing.
- (c) Complete and sign a *Union Death Benefit card and Benefit Society card* provided by the Union to the Company for such purpose, which will be mailed to the servicing staff office with the Union portion of the Check-off Authorization as per Article 4.02 (a).

Article 4.03 Check-Off: Process and Procedures

- (a) The Company shall deduct from the pay of each member of the bargaining unit an amount equivalent to the monthly dues, fees and assessments prescribed by the International Constitution of the United Steelworkers of America.
- (b) The Union will give reasonable notice to the Company of any changes in Union dues, fees or other amounts that the Company is required to deduct. All changes will coincide with the beginning of the Company's next pay period.
- (c) No later than ten (10) days following the last dues deduction of the month, the dues so deducted shall be made payable and remitted to:

International Secretary - Treasurer
United Steelworkers of America
PO Box 9083, Commerce Court Postal Station
Toronto, ON M5L 1K1

- (d) The monthly remittance shall be accompanied by a completed USW R115 Form (a summary of the dues calculations made for the month, each month), as well as a statement showing the names of each employee from whose pay deductions have been made and the total deducted for the month. Such statements shall also list the names and address of the employees, changes of addresses and/or locations, transfers, and those employees from whom no deductions have been made and the reason why, i.e. W.C.B., W.I., laid off, etc.
- (e) A duplicate R115 Form and employee deduction and information statement as in (d) above shall be forwarded by facsimile to the servicing staff office of the United Steelworkers.

Article 4.04

New employees shall be introduced to a Shop Steward, Grievance Committeeman, Safety Committeeman or a local Union Executive Officer, whichever is available in the plant within the first ten (10) days on the job. A Union Orientation Program shall be given to each employee by the Safety Representative, or whichever Union Representative is available.

Article 4.05

Union members are to be supplied with Union deduction totals for income tax purposes. The Company agrees to show on employees' (T4) slips, the total Union deductions for the previous taxation year.

Article 4.06

The Union agrees to indemnify and save the Company harmless against all claims or other forms of liability that may arise out of, or by reason of deductions made or payments in accordance with this Article.

Article 4.07 Contracting Out

The Company recognizes the concerns of the Union with respect to contracting out work normally and regularly performed by bargaining unit employees. The Company does not intend to contract out work that is currently normally and regularly performed by bargaining unit employees. However, should business situations arise that would lead the Company to consider contracting out of such work, the Company will advise the Union prior to taking action.

To facilitate this process, a Contracting Out Committee will be established consisting of two (2) Company representatives (one of whom shall be the Works Manager) and two (2) Union representatives (one of whom shall be the Local Union President). The issue will be reviewed by the Contracting Out Committee prior to such contracting of the work, unless circumstances would make such review impossible.

In circumstances where business conditions have established a need to contract out work full consideration will be given to any suggestions the Local Union may propose to the Contracting Out Committee with respect

to alternatives to address those business conditions before the Company makes its final decision as to whether or not such work will be contracted out.

In order to facilitate full and complete review of any contracting out issues that cannot be resolved by the Local Contracting Out Committee referenced above, a Corporate Contracting Out Committee is hereby established. The Corporate Contracting Out Committee will meet quarterly or as often as necessary. Company representatives on the Corporate Contracting Out Committee will be the Corporate Vice President of Steel Products, and the Corporate Vice President of Tubular Products, and the Corporate Vice President of Human Resources along with appropriate local management personnel, depending on the nature of the contracting out issue to be discussed. Union representatives on the Corporate Contracting Out Committee shall be the President of the affected Local Union and the appropriate Staff Representatives from the USW District 3 Staff.

All relevant information will be disclosed by the Company to the Committee concerning the issues regarding contracting out. Any and all information supplied shall be kept in strictest confidence.

Article 5 Discharge & Disciplinary Procedure

Article 5.01 Disciplinary Action

Management shall not take disciplinary action without first discussing this issue with the employee, unless the circumstances justify immediate suspension or discharge. In the event of a claim that an employee has been discharged or indefinitely suspended unjustly or unreasonably, the grievance shall be filed at Step Three of the Grievance Procedure and a meeting held at Third Stage within five (5) working days. Claims that an employee has been unjustly or unreasonably suspended for a set period of time shall be filed at Step Two of the Grievance Procedure and a meeting held within seven (7) working days.

Article 5.02 Warning and Suspensions in Writing

Any disciplinary action that will appear in the employee's permanent record shall be *issued with a Shop Steward or Union Executive present* and confirmed in writing to the employee. A copy of the *discipline* shall be *given to the Union and a copy placed in the employee's file*.

Article 5.03 Reasonable Discipline

The Company and the Union agree that disciplinary penalties shall not be issued unreasonably or unjustly. Any warning and/or penalty (excluding dismissals) shall be cleared from the employee's record after a period of twelve months. In the event of a reinstatement, the employee's record will be cleared after 12 months from the date of return to work. *The Company will issue discipline within 10 days of knowledge of the infraction, and will advise the Union if and why more time is required.*

Article 5.04 Employee Reinstatement

If it is determined or agreed at any steps in the grievance procedure or decided by an arbitrator that an employee has been discharged unjustly, management shall reinstate the employee without loss of seniority or regular wages or make other arrangements as to compensation which is just and equitable in the opinion of the parties.

Article 5.05

Terminated or suspended employees may be temporarily reinstated at the discretion of the Company pending a third stage grievance meeting.

Article 5.06 Incident Investigations

At the conclusion of an incident investigation, should the Company determine that an employee is to be disciplined; the Company will provide to the Union a full and complete copy of the investigation including a list of all people involved in the investigation, a complete list of witness (es) and statements made. Upon request the Union will be provided an opportunity to interview witness (es).

Article 6 Grievances

Article 6.01

The purpose of this Article is to establish procedures for discussion, processing and settlement of grievances as defined in 6.02 of this Article.

Article 6.02

"Grievance" as used in this Agreement is a complaint or request involving any matter relating to wages, hours or working conditions, including any question of interpretation or application of, or compliance with, the provisions of this Agreement and shall only relate to or concern any grievance which has arisen or arises subsequent to the date of this Agreement.

Step One

An employee who believes that he has a justifiable request or complaint will discuss the request or complaint with his foreman, with the Grievance Committeeman present, or the Grievance Committeeman will discuss such matter with the employee's foreman.

If such matter remains unresolved a written grievance shall be filed with the employee's foreman.

Such grievance form shall name the employee involved, shall state the facts giving rise to the grievance, shall identify the major alleged contract violations by appropriate references, shall state the contention of the employee and the Union with respect to these provisions, and shall indicate the relief requested. The employee and/or the Shop Steward shall sign the grievance.

The foreman shall state his reasons for the decision in writing and submit the same within two (2) working days or at a time mutually agreed upon.

The settlement given at Step One shall not constitute a precedent nor be used as a precedent in future cases by either the Company or the Union and shall be without prejudice to the position of either party.

Step Two

Should the Grievance Committeeman or the employee be dissatisfied with the Company disposition of such complaint or request, he may refer such matter on a written form to management, who shall answer the grievance in writing within seven (7) calendar days or a time mutually agreed upon.

Step Three

If no settlement is reached in Step Two, the Grievance Committee representatives from Union and Management will meet to discuss the complaint within thirty (30) days from the date the grievance is referred to 3rd stage. If the grievance is not then settled, then at the request of either party to this Agreement, the grievance may be referred to arbitration. All answers to Step Three of the grievance procedure shall be in writing within fifteen (15) calendar days of such Step Three meeting.

Article 6.03 Group Grievance

The Company or the Union shall have the right to initiate a group grievance or a grievance of a general nature, at step Three of the grievance procedure. However, if the grievance can be filed at Step One or Step Two of the procedure, the grievance must be filed at those stages, regardless of the size or makeup of the affected group. The grievance shall contain all information available to the Union representatives at the time. The parties agree that they shall share information already obtained and determine what additional information is necessary prior to the grievance meeting.

Article 6.04 Time Limits

- (a) Grievances must be submitted within ten (10) calendar days of the alleged dispute occurring or within ten (10) calendar days of the earliest date that the grievor should have been aware of the alleged dispute occurring or there is no grievance.
- (b) Grievances not processed to the next stage within fifteen (15) calendar days after a reply has been received, shall be considered as having been dropped.
- (c) Extensions of time limits may be requested by either party in writing and, if granted, the request for an extension will be acknowledged in writing with a specified time frame that is mutually agreeable.
- (d)
 - i) *At any step in the grievance procedure, for matters involving discipline, the Union can request in writing copies of information relevant to the grievance. The Company will provide the information requested providing it is relevant to the grievance.*
 - ii) *Notwithstanding Article 6.04 (d) (i) above, the parties agree there are no restrictions on an Arbitrator (except as provided in law) in granting a request for relevant information to a dispute referred to them for adjudication.*

Article 6.05 Union Representatives

If an authorized Union Representative, who is not employed by the Company, wants to speak to the Local Union representatives in the plant or office about a grievance or other official Union Business, he shall advise the Human Resources Department who shall then call the Local Union representatives to the office where they may confer privately. These talks will be arranged so that they will not interfere with operations.

Article 6.06 Committeemen and Stewards

Grievance Committeemen and Shop Stewards will be designated in writing by the Union to management; such lists are to be provided on a quarterly basis. There will be one Steward for each foreman. For the purpose of meeting with management representatives, the grievance committee will consist of not more than four (4) members as designated by the Union plus the International Union Representatives. Members of the grievance committee will not lose pay for time spent during regularly scheduled working hours attending scheduled meetings with management representatives. In addition, the Union will notify the Company, in writing, of any additions, deletions or other changes to the list as soon after the event as possible.

Article 6.07

When the legitimate business of a Grievance Committeeman or Steward requires him to leave his job or department, he shall first receive permission from his foreman or department supervisor. In addition, the Grievance Committeeman or Steward must first receive the permission of the foreman or supervisor of the department he is about to enter. Permission shall not be unreasonably withheld and he shall not suffer loss of pay for time spent in the performance of these duties during his regular working hours.

Article 7 Arbitration

Article 7.01

Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or whether an allegation is made that this Agreement has been violated, either of the parties may, after exhausting the grievance procedure established by this Agreement, notify the other party in writing of its desire to submit the difference or allegation to arbitration.

The parties agree that within ten (10) days of the receipt of such notice, an arbitrator shall be selected in the manner outlined in Article 7.02 and the arbitrator jointly advised of his selection.

The arbitrator shall hear and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it.

Article 7.02

(a) Single Arbitrator

The Company and the Union agree that the following persons constitute the panel of arbitrators from which will be selected a single arbitrator for each grievance requiring arbitration under this Agreement:

1. K. Stevenson
2. G. Semenchuk
3. *F. Chad Smith*
4. *R. Bradley Hunter*

(b) Selection of Arbitrator

The method of selecting a single arbitrator shall be by rotation, starting with the order of the names listed above. If the arbitrator so selected is unable to act, then the arbitrator next on the list of names

shall be selected. Unless otherwise agreed to, a single arbitrator will be appointed for each grievance or group grievance. No member of the panel of arbitrators may be removed from the panel unless it is mutually agreed upon by the Company and the Union. If a member of the panel is unable to continue to act as an arbitrator, a new member may be appointed; the appointment is to be mutually agreed upon by the Company and the Union.

Article 7.03 Arbitration Limit

The parties agree that an arbitrator set up under this article shall not have the power to add to, delete from or change the provisions of this Agreement.

Article 7.04 Arbitration Expenses

The parties hereto shall jointly bear the expenses of the arbitrator or panel of arbitrators, if any. The proceedings of the arbitration will be expedited by the parties hereto.

Article 7.05 Employee Assistance

At any stage of the grievance procedure, including arbitration, the conferring parties may have the assistance of the employee or employees concerned, and any necessary witnesses, and all reasonable arrangements will be made to permit the conferring parties to have access to the plant and to view disputed operations and confer with the necessary witnesses.

Article 7.06 Expedited Arbitration

- (a) If no settlement is reached in Step Three of the Grievance Procedure, the Chairman of the Local Union Grievance Committee may appeal it to Expedited Arbitration Procedure (Appendix D) by notifying the Plant Manager within seven (7) days of receipt of written answers from the Company representatives. If the Company and Union plant representatives agree that the issue should be handled in Expedited Arbitration, it should proceed as follows:

The list of members of the arbitration panel applicable to the plant shall be maintained alphabetically to be used by fixed rotation. The next panel member shall be contacted and requested to serve on the case or cases designated for Expedited Arbitration at a time and place agreed upon by the Company and the Union. The date for the hearing shall be within ten (10) days of the appeal unless an extension of time is mutually agreed by the Company and the Union.

- (b) Grievances shall be presented in the Expedited Arbitration Procedure by a designated representative of the Local Union and designated representative of Management. Witnesses' attendance at the hearing will be limited to the time necessary to give his or her testimony.
- (c) The hearing shall be conducted in accordance with the following:
1. The hearing shall be informal.
 2. No briefs shall be filed or transcripts made.
 3. There shall be no formal evidence rules.

4. The arbitrator shall have the obligation of assuring that all necessary facts and considerations are brought before him by the representatives of the parties. In all respects, he shall assure that the hearing is a fair one.
5. If the arbitrator concludes or both parties agree at the hearing that the issue should be withdrawn from Expedited Arbitration, the case shall be referred back to the Third Stage of the grievance procedure and it shall be processed as though appealed on such date. The Expedited Arbitrator shall have the same powers and be subject to the same limitations as the Board of Arbitration save and except as expressly provided in the following paragraphs.
6. The decision of the Expedited Arbitrator shall only be applicable to the cases in question and shall not constitute a precedent nor be used by either party as a precedent in future cases.

Notwithstanding any condition contained in this Agreement, the decision of the Expedited Arbitrator shall:

- i) Be consistent with the provisions of this Agreement, and
 - ii) Be confined to the grievance referred to him.
7. Time limits referred to in this Supplemental Agreement exclude Saturdays, Sundays and holidays and may be extended by mutual agreement of the parties involved in each particular phase of the procedure.

Article 8 Hours at Work

Article 8.01 Definition of a Day and Work Day

- (a) 7 Hour Shifts
A day is a twenty-four (24) hour period beginning with the start of the employee's shift. The basic work day is seven (7) consecutive hours of work in the twenty-four (24) hour period, broken only by the established lunch period.
- (b) 7 1/2 Hour Shifts
A day is a twenty-four (24) hour period beginning with the start of the employee's shift. The basic work day is seven and one half (7 ½) consecutive hours of work in the twenty-four (24) hour period, broken only by the established lunch period.
- (c) 8 Hour Shifts
A day is a twenty-four (24) hour period beginning with the start of the employee's shift. The basic work day is eight (8) consecutive hours of work in the twenty-four (24) hour period broken only by the established lunch period.

Article 8.02 Definition of Work Week

The basic work week is made up of five (5) consecutive working days except as defined in Appendix "B" and "C".

Article 8.03 Shifts and Work Schedules (All Shifts)

- (a) Examples of shift schedules are as set forth in Appendix "B" and "C". The shift schedules currently worked are listed in Appendix "B". Alternative shift schedules are as set forth in Appendix "C". The Company, however, may want to rearrange shifts from time to time other than as listed in Appendix "B" and "C". The Company agrees it shall discuss any necessary changes with the union as far in advance as possible. It is therefore agreed that the Union will not unreasonably withhold agreement to such schedules. In the event of failure to reach mutual agreement, the Company will declare a shift schedule and the Union's right to grieve for alteration is recognized.
- (b) Subject to Article 8.01, in the event that an employee is changed from one shift or schedule to another either by a change in work schedule or by promotions or demotions in the lines of progression, they shall work the schedule they are changed to for their regular straight time hourly rate, but they shall not work more than twenty (20) shifts in a twenty-eight (28) day period.

The Supervisor/Lead hand should attempt when changing schedules for crews or individuals to schedule such changes without additional cost to the Company and without a loss to the individual(s).

- (b) In determining the number of hours worked in any 28 day period, all regularly scheduled straight time hours plus regularly scheduled hours worked on a Stat holiday will be included. The first eight hours over 160 in the 28-day period will be paid at 1.5 times the employee's base hourly rate and the additional hours over 168 in the 28-day period will be paid at two times the employee's base hourly rate.

Article 8.04 Posting of Schedules

Shift Schedules will be posted on the Operations Building bulletin board by end of the business day Tuesday except in weeks where a statutory holiday falls on the Monday and/or Tuesday. In the event of unforeseen changes to operational demands, revisions will be posted as soon as finalized but no later than Thursday. Employees, whose schedule has been changed while on vacation, will be contacted at their current phone number on file.

Article 8.05 Definitions of Shift

Day Shift

Shift starting on or after 6:00 am but before 10:00 am.

Afternoon Shift

Shift starting on or after 10:00 am but before 6:00 pm.

Night Shift

Shift starting on or after 6:00 pm but before 6:00 am

Article 8.06 Day of Shift

A shift shall be considered as worked on the calendar day on which it begins. A shift that begins at 12 midnight shall be considered as the third shift of the day before.

Article 8.07 Lunch Period

- (a) On continuous shift operations, employees shall be granted a twenty (20) minute lunch period paid for by the Company. An employee shall be allowed to take an uninterrupted lunch period between the fourth and fifth hours of work, except in cases of an emergency.
- (b) Production and Maintenance Employees Only
PIPE DIVISION ONLY.
On continuous shift operations employees shall be granted a twenty (20) minute lunch period paid for by the Company. An employee shall be allowed to take an uninterrupted lunch period after four (4) hours of work, except in cases of an emergency. Past practice in Pipe Division will apply.
- (c) Rolling Mill Employees Only
For operations in the Rolling Mill, an employee shall be allowed to take an uninterrupted lunch period between the third and fifth hours of work except in cases of emergency.

On continuous shift operations, employees shall be granted a twenty (20) minute lunch period paid for by the Company.
- (d) Non-Continuous Shift Operation
Day and afternoon shift employees on non-continuous operations shall be allowed one (1) hour for lunch without pay. By mutual agreement a shorter lunch period may be arranged.

Article 8.08 Mutual Exchange of Shifts

- (a) Mutual shift exchanges shall require the permission of the employee's Foreman prior to the exchange taking place.
- (b) Employees may make personal arrangements to exchange all or part of a scheduled shift with another qualified employee as part of a mutually requested shift exchange.
- (c) No overtime shall be paid for hours worked in excess of the employee's regularly scheduled hours because of personal arrangements between employees to utilize a mutual exchange for scheduled work.
- (d) Any such arrangements must be made by the employees involved, by filling out and submitting to the employee's Foreman the appropriate form for approval.

Article 8.09 Shift Schedules in Excess of Eight (8) Hours

This article shall only apply to shift schedules in excess of eight [8] hours.

The respective Joint Seniority, Shift and Overtime Committee shall determine the shift schedules to be worked and failure to agree upon a shift schedule will result in a reversion to the provisions under the Basic Agreement.

For the purposes of this Article the implementation or termination of any work schedule shall not result in the payment of any overtime hours or any other premiums which would otherwise be applicable.

Definition of a Day for Hours in Excess of Eight Hours

A day is a twenty-four (24) hour period beginning with the start of the employee's shift. The workday shall consist of consecutive hours, broken only by the established lunch periods.

General Provisions

1. Overtime

- (i) The Joint Seniority, Shift and Overtime Committee will deal with any overtime problems within their respective departments as they occur.

Any employee willing to work on their designated dead shift will place their name on a list provided for such purpose on a month to month basis. On a bi-weekly basis, employees willing to work overtime will place their names on an overtime list. Failure to obtain satisfactory lists shall result in the lists being forwarded to the Committee to obtain mutually agreeable lists for coverage. Inability to obtain necessary personnel for coverage will jeopardize this Agreement.

Employees making this commitment must be available from two hours prior to the start of the shift(s) to one hour following the start of the shift (s) they have indicated, so that they may be called if necessary. An employee unavailable when contacted, or refusing to report shall be treated in the same fashion as an employee failing to report on their regular shift.

Employees staying beyond their shift may stay up to a maximum of sixteen [16] hours worked for that day. Upon the request of the employee, the Supervisor and the employee will make every effort to find another employee willing to work overtime.

- (ii) Overtime resulting from absenteeism, where an employee is called in off-shift, shall be paid on a prorated basis. For example:

Shift (Hours)	Overtime Rate
12	1.667
10	1.800
8	2.000 (not applicable)

- (iii) For the purpose of this Article, absenteeism includes all absenteeism that occurs between the posting of a schedule and the posting of the next. The Company will fill longer term absences through the normal scheduling procedures at the first schedule to be posted after the initial lost shift. Exceptions to this shall be absences due to annual vacations.
- (iv) Employees staying beyond their normal shift shall be paid at the rate of one and one-half (1 ½) times the standard hourly rate for their first two (2) hours and two (2) times the standard hourly rate for all hours worked thereafter.
- (v) Employees committed to work the designated dead shift must work the entire shift as scheduled.
- (vi) The dead shift will be designated by the Joint Seniority, Shift and Overtime Committee (e.g. 8 hour schedule the "21st shift", 10 hours schedule – the "17th shift", 12 hour schedule – the "14th shift"). Payment for such dead shift will be comprised of a combination of straight time and/or applicable overtime rate in accordance with the designed schedule (e.g. 12 hour schedule – the first 4 hours at straight time and the last 8 hours at one and one-half (1 ½) times the standard hourly wage rate; for

10 hour schedules – the “17th shift” paid at one and one-half (1 ½) times the standard hourly wage rate).

2. Changes In Shift or Schedule and Rate of Pay for Hours in Excess of Eight (8)

- (i) In the event that an employee is changed from one shift or schedule to another, either by a change in work schedule or by promotions or demotions in the lines of progression, they shall work the schedule they have been changed to for their regular straight time hourly rate, but they shall not work more than one hundred and sixty (160) hours in any twenty-eight (28) day period. Applicable overtime rates for shift changes shall be paid for all hours worked over one hundred and sixty [160] hours.
- (ii) In the event an employee is required to work a combination of 8 hour shifts and shifts in excess of 8 hours, the employee shall not work more than one hundred and sixty (160) hours in any twenty-eight (28) day period. Applicable overtime rates for shift changes shall be paid for all hours worked over one hundred and sixty (160).
- (iii) In determining the number of hours worked in any 28 day period, all regularly scheduled straight time hours plus regularly scheduled hours worked on a Stat holiday will be included. The first eight hours over 160 in the 28-day period will be paid at 1.5 times the employee’s base hourly rate and all additional hours over 168 in the 28-day period will be paid at two times the employee’s base hourly rate.

3. Paid Holidays

- (i) Where a paid holiday falls on a scheduled shift, an employee may request that day off, provided that application is made at least 72 hours in advance of the holiday. The Company will advise when paid holidays are to be worked at least 72 hours in advance of the holiday. The Company will make a *reasonable* effort to replace the employee requesting the holiday off.
- (ii) Where a paid holiday falls on an employee’s day off and the employee does not work on that holiday:
 - a) The employee shall be paid a sum equal to eight (8) hours straight time pay, and
 - b) As per the present Collective Agreement, the employee’s work shall be reduced by eight (8) hours and they shall be paid accordingly.
- (iii) An employee who works on their day off on any of the listed paid holidays shall be paid at the rate of two (2) times their standard hourly wage rate for the normal duration of their shift in addition to their pay for the listed holidays. Hours worked in excess of their normal shift on that paid holiday shall be paid at three (3) times their standard hourly wage rate.
- (iv) Where a paid holiday falls on an employee’s scheduled day of work:
 - a) An employee shall be paid a sum equal to their standard hourly wage rate for the normal duration of their shift.
 - b) The employee shall be paid on a prorated basis for all hours worked on that paid holiday. For example:

Shift (Hours)	Overtime Rate
---------------	---------------

12	1.500
10	1.750
8	2.000 (not applicable)

- c) Hours worked in excess of the normal hours for that shift shall be paid at the rate of three (3) times their standard hourly wage rate

4. Probationary Period

Probationary period for the purpose of computation to comply with shift schedules in excess of eight hours shall be nine hundred and sixty (960) hours worked.

5. Vacations

The use of shifts in excess of eight (8) hours will, if necessary, mean an employee will work some weeks in excess of forty (40) hours and some less, averaging out at approximately forty (40) hours duration. Consequently, a vacation week will be calculated to be of forty (40) hours duration.

Article 10.01: "... should any of the above-mentioned holidays fall on an employee's scheduled day off, they shall be granted one extra day without pay on their annual vacation."

6. Lunch Periods

- (i) For a twenty-four (24) hour continuous shift operation, there will be an uninterrupted one-half hour, paid lunch break to be scheduled between the fifth and eight hours of the shift.
- (ii) For a non-continuous shift operation there will be an uninterrupted one-half hour, unpaid lunch break.
- (iii) The Department's present procedures for scheduling lunch breaks will continue.

7. Shift and Weekend Premiums

- (i) Night shift premiums for 12 hour shifts = fifty-six point six (56.6) cents per hour.
- (ii) Shift premiums for other shifts as per the Basic Agreement.

8. Bereavement Pay

Employees on an approved bereavement leave will be paid up to a maximum of forty (40) hours according to the following:

For example:	10 Hour Shift	12 Hour Shift
1 Day	10 hrs.	12 hrs.
2 days	20 hrs.	20 hrs.
3 days	30 hrs.	30 hrs.
4 days	40 hrs.	40 hrs.
5 days	40 hrs.	40 hrs.

Article 9 Overtime

Article 9.01

The Company shall give notice of overtime as far in advance as is practical. All overtime work shall be voluntary.

Article 9.02 Definition of Regular Straight Time Hourly Rate

The regular straight time hourly rate means an employee's standard hourly rate plus his shift premiums, if any, plus any applicable out-of-line differentials but does not include overtime.

Article 9.03

(a) Hours Worked in Excess of Eight

The Company shall pay an employee one and one-half (1 ½) times his standard hourly rate for all hours he is required to work over eight (8) a day.

(b) Hours Worked in Excess of Ten

The Company shall pay an employee two (2) times his standard hourly rate for all hours he is required to work over ten (10) a day.

Article 9.04 Exceptions to Daily Overtime

(a) When an employee is permitted by management to change from one shift to another at his own request, and a new shift starts within the same 24 hour period as his preceding shift, overtime provided under Articles 9.02 and 9.03 will not be paid. However, the starting time of the new shift will start a new twenty-four (24) hour period for the purpose of determining overtime.

(b) Attendance at training scheduled outside of normal scheduled hours of work will be paid at regular hourly rates for all hours attended. The Departmental Shift/Overtime Committee will deal with any problems within their respective departments as they occur.

Article 9.05 Saturdays and Sundays

Where the work week (as defined in Article 8.02) of an employee begins on Monday, the Company shall pay one and one-half (1 ½) times the regular straight time hourly rate for all work performed on Saturday (subject to Article 9.03(b)) and two (2) times the regular straight time hourly rate for all work performed on Sunday.

Article 9.06 Sixth or Seventh Days

Where the work week (as defined in Article 8.02) of an employee begins on a day other than Monday, the Company shall pay one and one-half (1 ½) times the regular straight time hourly rate for all work performed on the sixth day of his work week (subject to Article 9.03(b)), and two (2) times the regular straight time hourly rate for all work performed on the seventh day of his work week.

Article 9.07 Scheduled Days Off

Should an employee be required to work overtime on his scheduled days off, he shall be paid as follows:

- (a) For all hours worked on his first scheduled day off, one and one-half (1 ½) times his standard hourly rate, subject to Article 9.03(b).
- (b) For all hours worked on his second, third or fourth scheduled day off, two (2) times his standard hourly rate.

Article 9.08 Pyramiding

There shall be no pyramiding of overtime in the calculation of overtime pay and no employee shall be entitled to more than his regular straight time hourly rate plus applicable overtime payment in accordance with hours worked.

Article 9.09 Overtime Distribution

- (a) Rotating Overtime
The Company shall attempt to rotate and spread overtime work as evenly as possible among the employees in the department of which the overtime occurs. It is understood that permanent employees shall have preference in the selection of overtime.
- (b) Call Book for Overtime - Production and Maintenance Employees Only
 - i. *Employee's making a commitment to provide overtime coverage, will do so by putting their name in the overtime book. This involves dating, leaving a contact number and signing the overtime book bi-weekly, with what days and shifts they will be available for overtime coverage. By making this commitment the employee must be available from (2) two hours prior to the start of the shift(s) to (1) one hour following the start of the shift(s) they have indicated, so that they may be called in if necessary. An employee unavailable when contacted or refusing to report shall be treated in the same fashion as an employee failing to report on their regular shift, and will be subject to discipline. An employee must contact the department supervisor on shift if they wish to have their name removed from the overtime book.*
 - ii. *Employees making the commitment to overtime by putting their name in the department overtime book will get preference for that date.*
 - iii. *If the Company requires an employee to work overtime, it is the Company's obligation to contact a qualified employee whose name is in the overtime book. The supervisor shall maintain a written record of the employees phoned, recording time of call and number called. If the Company errs and calls in an employee whose name was not in the overtime book, then the Company shall offer the next overtime opportunity to the wronged employee. If the Company errs and calls in a contract employee, then the Company owes the wronged employee the pay they missed for not being called.*
 - iv. *An employee's name shall only appear in the overtime book for the department they are currently working and they hold a bid job for. When no names appear in the overtime book, the Company may then call in other employees from within the department. The Company*

shall also attempt to rotate and spread overtime work as evenly as possible among the employees in the department of which the overtime occurs. If no employees are available within that department, the Company may then call in qualified employees from other departments. If any problems occur with the rotation of overtime, they shall be referred to the Joint Seniority, Shift and Overtime committee.

- v. *Within lines of progression, overtime shall be filled at the bottom job whenever possible to facilitate the normal job progression of employee's on that shift. If it is not possible and every effort has been made to fill the bottom job, the Company shall then fill jobs higher in the line with overtime. This is all subject to Article 12.10(f) which states, "There shall be no temporary transfers within the lines of progression, above the entrance to the line except where no trained personnel are available on that shift in the line. In such instances it is agreed that when an employee holding job seniority is not progressed, he shall receive the higher job class and be trained as soon as possible. This shall not apply to employees who have waivers in effect".*
- vi. *Should the company need to schedule shift coverage in advance, (vacations, leave of absences, etc) a dated notice shall be posted with as much notice as possible in the department that the overtime is required. If names exist in the department overtime book at the time of the coverage posting, then those names shall take preference in accordance to Article 9.09 b) iv). After the coverage notice has been posted, those employees then desiring to commit to coverage may do so by placing their name on the day and shift they are able to cover.*
- vii. *When overtime is required for equipment failure (repair) supervisors will first check the overtime book to see if a trades person has their name in the book. If there are no names in the overtime book the supervisor may then call in the first available qualified bargaining unit trades person to complete the work and will rotate this overtime evenly. The supervisor will keep a written record of those employees that were contacted, but not available.*
- viii. *Each department shall maintain an overtime book. Such a book shall be accessible to the employees and/or Union Representatives in the department at all times.*
- ix. *The Joint Seniority, Shift and Overtime Committee will deal with all overtime discrepancies as they occur.*

Article 9.10 Time Off After Overtime

If an employee is required to work overtime and his starting time is eight (8) hours or less to the start of his next regular shift, he will have the option to take the shift off without pay.

Article 9.11 Overtime Meal

- (a) *Call-In prior to Scheduled Shift*
Employee's called in with less than two (2) hours of notice prior to the start of the scheduled shift are entitled to a hot meal or \$12.00.
- (b) *Stay Over*

Employee's asked to stay past their regularly scheduled shift for greater than two (2) hours are entitled to a hot meal or \$12.00. Where the employee stays an additional four (4) hours they shall be provided with an additional hot meal or \$12.00.

(c) *Call in on day off*

When an employee is called with less than two (2) hours notice and requested to work more than two (2) hours they will be provided a hot meal or \$12.00. Where the employee stays an additional four (4) hours they shall be provided with an additional hot meal or \$12.00.

(d) *There shall be a maximum of two (2) meals or allowances per shift in all above cases.*

Article 9.12 Office and Technical Employees Only

For hours in excess of a department's scheduled day, the overtime rate for an individual will be 1.5 times the straight time hourly rate for all hours worked up to 10 hours, and 2 times the straight time hourly rate for all hours worked in excess of 10 hours.

If overtime is scheduled on the employee's first day off, hours are paid at 1.5 times the straight time hourly rate, and hours in excess of 10 hours are paid at 2 times the straight time hourly rate. If overtime is scheduled on the employee's second day off, hours are paid at 2 times the straight time hourly rate. If the employee chooses to work an alternate day rather than the normal scheduled day and receives approval from the supervisor, the employee will be paid at 1.5 times the straight time hourly rate. If the employee chooses to perform only part of the work on the first day off and the balance of the work on the second day off and receives approval from the supervisor, all work is paid at 1.5 times the straight time hourly rate.

If the Company schedules a department, or part thereof, to work an 8 hour day from a 7 or 7.5 hour day, an employee will be paid 8 hours at straight time; if the department is scheduled to a 7.5 hour day from a 7 hour day, the employee will be paid 7.5 hours at straight time pay. Overtime rates will be applied as outlined above for hours worked in excess of the hours scheduled for the day.

Article 10 Paid Holidays

Article 10.01

The following shall be considered as paid holidays:

New Year's Day, *Family Day*, Good Friday, Victoria Day, Canada Day, 1st Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and New Years Eve, regardless of the day upon which they are observed or celebrated. All such holidays will be treated as those legislated in the Labour Standards Act of Saskatchewan. Should any of the above-mentioned holidays fall on an employee's scheduled day off, they shall be granted one extra day without pay on their annual vacation.

Article 10.02

Each employee shall receive his regular straight time hourly rate of pay for eight (8) hours for each of the above-named holidays.

Article 10.03 Working Paid Holidays

An employee required to work on any of the above-named holidays shall be paid at the rate of two (2) times his regular straight time hourly rate for the first eight (8) hours in addition to his pay for the previous named holidays. Hours worked in excess of eight (8) on paid holidays will be paid at the rate of three (3) times the regular straight time hourly rate.

Article 10.04

Where a paid holiday falls on an employee's day off or 21st shift, the calendar week will be reduced by eight (8) hours for each holiday. Wages for overtime will be paid for hours worked in excess of the reduced work week at overtime rates.

Article 10.05

In order to qualify for the above-named holidays, the employee must have worked at least eight (8) hours in the week preceding the holidays; exception to this being absence from work for a period not exceeding two (2) weeks prior to the holiday for any of the following reasons:

- (a) Death in the immediate family,
- (b) Illness,
- (c) Jury Duty or subpoenaed witness,
- (d) Approved leave of absence,
- (e) Lay-off,
- (f) Annual vacation.

Article 10.06

In the event that one or more of the twelve (12) paid holidays occurs during the employee's vacation, he shall be paid for the holiday in addition to his vacation pay.

Article 10.07 Holiday on Scheduled Shift

Where a paid holiday falls on a scheduled shift, employee may request that day off, provided that application is made at least seventy-two (72) hours in advance of the holiday. The Company will make a *reasonable* effort to replace the employee requesting the time off. The Company will advise when paid holidays are to be worked at least seventy-two (72) hours in advance of the holiday.

Article 11 Vacation

Article 11.01

Each employee shall be entitled to an annual vacation with pay in accordance with the employee's length of service as provided in the Saskatchewan Labour Standards Act. Eligibility shall be based on years of continuous or accumulated service as of May 1st of each year.

The Company will provide to the employee written confirmation of the employee's request for vacation in as timely a manner as possible.

The Company agrees to issue any prior year's vacation pay upon the request of the employee. This request must be made in writing and submitted to the employee's supervisor.

Article 11.02 Less Than One Year

An employee who has less than one (1) year of service shall be entitled to one (1) day of vacation for each month of service up to that date not exceeding ten (10) working days. Vacation pay shall be four (4) percent of the employee's gross earnings to April 30th of the current vacation year.

Article 11.03 One to Five Years

An employee, who has completed one (1) year or more of service but less than five (5) years, shall be entitled to three (3) weeks vacation with pay. Vacation pay shall be six (6) percent of the employee's gross earnings from May 1st of the previous year to April 30th of the current vacation year.

Article 11.04 Five to Twelve Years

An employee, who has completed five (5) years or more of service, but less than twelve (12) years of service, shall be entitled to four (4) weeks vacation with pay. Vacation pay will be eight (8) percent of the employee's gross earnings from May 1st of the previous year to April 30th of the current vacation year.

Article 11.05 Twelve to Twenty-five Years

An employee, who has completed twelve (12) years or more of service, but less than twenty-five (25) years of service, shall be entitled to five (5) weeks vacation with pay. Vacation pay will be ten (10) percent of the employee's gross earnings from May 1st of the previous year to April 30th of the current vacation year.

Article 11.06 Twenty-five Years or More

An employee who has completed twenty-five (25) years or more of service shall be entitled to six (6) weeks vacation with pay. Vacation pay shall be twelve (12) percent of the employee's gross earnings from May 1st of the previous year to April 30th of the current vacation year.

Article 11.07 Labour Act

In the event the Labour Standards Act is rescinded *or amended* during the life of this Agreement, the vacation provisions as provided in that Act shall be continued for the remaining life of this Agreement.

Article 11.08 Vacation While on Leave of Absence

Employees on leave of absence will maintain and accumulate their seniority standings as per 12.02, but will not accumulate service for the purpose of vacations. This will not apply to those on Local Union Leave of Absence.

Article 11.09 Definition of a Week

One week shall mean one complete shift, as stated in Appendix "B" and "C".

Article 11.10 Vacation Pay While on Compensation

Employees who lose time during the year through being on Worker's Compensation shall have vacation pay calculated on the basis of the earnings they would have received had they not lost such time. This provision refers to a 12 month period from the date of injury.

Article 12 Seniority

Article 12.01 Qualifications, Ability and Physical Fitness

Within various lines of progression, transfers, job postings and labour pool, the responsibility of the management for the efficient operation of the plant is recognized. It is therefore understood and agreed that management shall have the right to pass over any employee if it is established that he does not have the qualifications, ability or physical fitness to perform the work involved, even if he were given a reasonable trial or training period.

Article 12.02 Seniority and Job Opportunity

(a) 1. Production and Maintenance Employees Only

The parties recognize that job opportunity and security shall increase in proportion to length of service. It is therefore agreed that (subject to Article 12.01) senior employees shall be entitled to preference in all cases of job posting, transfer, lay-off, vacations, and rehiring after lay-off.

FOR TRADES ONLY: This provision also applies to shift preference after a period of six (6) months on the job. Senior employees will be entitled to a preferred shift when a permanent position becomes available.

2. Office and Technical Employees Only

The parties recognize that job opportunity and security shall increase in proportion to length of service. It's therefore agreed that (subject to Article 12.01) senior employees shall be entitled to preference in all cases of job posting, transfer, lay-off (*subject to Article 12.10 (I)*), vacations, and rehiring after lay-off, subject to qualifications. The Company will establish reasonable qualifications for new jobs.

Whenever a permanent opening becomes available, the Union will be notified of such opening and such openings will be posted and individuals who have expressed an interest in the specific job will be selected for the opening in accordance with seniority *and qualifications*. *Office and Technical Employees are not eligible to bid on the position they currently occupy or hold a bid*. All employees remain subject to rotation within their designated pool. *Individuals who wish to move within their job can express interest in writing to their supervisor and preference will be given to that employee when the next vacancy in that job occurs*.

(b) The term "plant seniority" shall mean an employee's length of service as per Article 12.04.

(c) Production and Maintenance Employees Only.

The term "job seniority" shall mean an employee's length of service on a job within a line of progression, and any leave of absence up to two (2) months in any one (1) year. Employee's job seniority shall start accumulating the date of the bid award.

Article 12.03 Job Transfers (Rate Retention)

- (a) When an employee with four (4) years or more of continuous service is demoted or transferred to a lower paid job from a classified job he has occupied for ninety (90) calendar days due to a reduction of forces, his rate will be maintained for a period of seven (7) weeks; however, the rate will cease to be maintained if the employee refuses to accept promotion, recall or transfer to a job classification equal to or higher than he held at the time of cut-back or lay-off.
- (b) If an employee refuses a job assignment lower than his original classification, but higher than the job to which he has been temporarily assigned, then his rate shall be changed to that of the job refused until such time that further promotion is available or the seven (7) week limit expires.
- (c) Temporary Transfers

Where a short work schedule is instituted for a specified period, resulting in temporary transfers each week, the rate retention period shall be accumulative.

- (d) Job Displacement Rights - Production and Maintenance Employees Only.

During periods of job displacement, employees shall be entitled to their rights under Article 12.11(m) or rate retention but not both.

Article 12.04 Establishing and Maintaining Seniority

Seniority of each employee (except as in Article 12.05) covered by this Agreement shall be established after the successful completion of a probation period of 960 hours worked.

Probationary employees laid off or terminated, shall, if returned to active employment in originally hired division within six (6) months from date of layoff or termination, be given credit for such time previously served. Employees being transferred or hired into another division will cumulate up to a maximum of 600 hours.

Where the Company has identified concerns with respect to the suitability of a probationary employee the Union will be made aware of those concerns.

On satisfactory completion of probationary period, seniority shall count from date of employment. Seniority shall be maintained and accumulated during:

- (a) Absence due to lay-off,
- (b) Sickness or accident,
- (c) Authorized leave-of-absence,
- (d) Absence from employment while serving in Canada's armed services,

- (e) Lay-off due to lack of work after one (1) year seniority,
- (f) When the employee has successfully passed their probationary period, a notice shall be issued to the employee and the Union.

Article 12.05 Temporary Employees and Students

(a) Production and Maintenance Employees Only.

1. Students hired for temporary work shall not be permitted to bid on positions and shall not accumulate seniority. Where possible, students and temporary employees will be placed at bottom jobs within various lines of progression or on bid jobs outside a line of progression where no qualified person can be made available. Students or temporary employees shall not work more than eight hundred (800) hours in any consecutive twelve (12) month period. They also shall not be eligible for membership in the Company's Benefit Plans, with the exception of life insurance, which shall be provided in accordance with Article 17.01 at no cost to the employee.
2. *Any temporary employees or students wishing to apply for permanent work shall do so in writing. Temporary employees or students who are hired into fulltime positions will be given credit towards their probation period, up to a maximum of 600 hours, for such time previously worked.*

Temporary employees who are rehired following a cutback into fulltime employment within three (3) months will be given credit towards their probation period, up to a maximum of 600 hours, for such time previously worked.

(b) Office and Technical Employees Only

1. It is recognized that the Company in order to maintain efficiency of operations may hire temporary relief. Such persons shall not be permitted to bid on positions and shall not accumulate seniority. They also shall not be eligible for membership in the Company's Benefit Plans.
2. Temporary vacancies shall be defined as a period not longer than thirty (30) days excepting periods of vacations and temporary relief for periods of extended illness *which shall not exceed ninety (90) days, where after the position shall be posted.*
3. Any temporary employees or students wishing to apply for permanent work shall do so in writing. *Temporary employees or students who are hired into fulltime positions will be given credit towards their probation period, up to a maximum of 600 hours, for such time previously worked.*

Temporary employees who are rehired following a cutback into fulltime employment within three (3) months will be given credit towards their probation period, up to a maximum of 600 hours, for such time previously worked.

4. Students including Co-op students may be hired and will not be eligible for membership in the Company's Benefit Plans.

Article 12.06 Loss of Seniority

An employee shall lose his seniority standing and his name shall be removed from all seniority lists for any one of the following reasons:

- (a) If the employee voluntarily quits.
- (b) If the employee is discharged for proper cause and is not reinstated in accordance with the provisions of this Agreement.
- (c) If the employee is laid off and fails to return to work when notified to do so or within a maximum of five (5) working days if the employee can demonstrate that he has legitimate employment elsewhere and must provide a notice period or in other extenuating circumstances beyond the employee's control. In either case the employee will be notified by the Company by telephone or registered mail to his last known address. A copy will be supplied to the Union.
- (d) Is on continuous lay-off due to lack of work for a period in excess of his accumulated seniority at the time of lay-off, providing his accumulated seniority is less than six (6) months.
- (e) Is on lay-off for lack of work for a period of twelve (12) consecutive months providing his accumulated seniority is less than one (1) year, but greater than six (6) months at the time of lay-off.
- (f) If an employee is absent in excess of three (3) working days and fails to notify the Company of such absence, shall be deemed to have voluntarily terminated employment with the Company except where an employee can prove communication with the Company was impossible.

Article 12.07 Seniority Lists

The Company shall maintain seniority lists as follows:

- (a) A plant seniority list for each division per Article 12.02. This list shall include the name, address, phone number, plant seniority date and job title of all employees occupying jobs covered by this Agreement and shall be revised quarterly. Copies will be supplied to the Union and posted on plant bulletin boards. The names of all employees on Long Term Disability will be removed from the seniority list while they remain on Long Term Disability and will be replaced on the seniority list (without loss of seniority when they return to the work force). The Company will provide a list of employees on Long Term Disability to the Union.
- (b) Production and Maintenance Employees Only.
A job seniority list for each line of progression. This list shall include the names of employees in such line in order of the job seniority and shall be revised quarterly and supplied to the Union upon request. In the Steel Division, the job held by the employee in his line of progression on November 1, 1966 will be considered to be his job seniority in that line of progression from the date of hiring. In the Pipe Division the job held by the employee in his line of progression on June 1, 1975 will be considered to be his job seniority in that line of progression from the date of hiring. This will not constitute a right

for any employee to advance in that line of progression unless a vacancy is created through the regular sequence of progression.

- (c) There shall be a thirty (30) day period from the date of posting these lists during which period requests for revision may be received and any seniority standings that were not disputed and have not been changed shall not be subject to protest, except for clerical inaccuracies that might happen from time to time.
- (d) For the purpose of alleviating numerous seniority problems, the Company shall supply the Union with lists of all crew changes resulting from lay-off and recall as soon as possible prior to their effective date.

Article 12.08 Job Postings and Lines of Progression

- (a) Production and Maintenance Employees Only.

Notices of job vacancies shall be posted for either seven (7) calendar days or fourteen (14) calendar days depending on the nature of the vacancy to be filled. Vacancies due to the manning of additional crews shall be posted for seven (7) calendar days. All other vacancies shall be posted for fourteen (14) calendar days. All vacancies will be posted on a special bulletin board supplied for Union purposes with a copy submitted to the Union. Permanent vacancies shall be bid when they occur on the bottom job in a line of progression or on a job which is not in a line of progression. *The number of positions available shall be included on the Job Posting.*

A permanent vacancy shall be any vacancy exceeding thirty (30) *calendar* days, including new jobs established of thirty (30) *calendar* days duration or more:

Exceptions to this shall be:

1. Vacations
2. Sickness
3. Worker's Compensation
4. Approved Leave of Absence (*less than 90 days*)
5. Apprenticeship (*less than 90 days*)

If after consultation with the union it is determined that a vacancy due to sickness, or Workers' Compensation is going to exceed ninety (90) days the vacancy may be declared permanent and the position posted. The vacancy may be delayed or not posted at all if the parties mutually agree.

If the employee subsequently returns they will be placed into their original line of progression or bid job in accordance with their seniority.

An employee desiring the position must make application to management (with a copy to the Union), within the above seven (7) or fourteen (14) calendar days. The senior employee(s) applying for the position shall be given preference to the appointment.

- (b) Successful applicants shall have the right to return to their previous job within thirty (30) days without loss of seniority. The Company shall have the right to return an employee to their previous job within thirty (30) days as per Article 12.01 and such employee will not lose seniority. In the event that an employee returns to their previous job, the next most senior applicant shall be awarded the bid to a

maximum of four (4) employees *per vacancy*.

(c) Office and Technical Employees Only

Except in the case of a temporary vacancy of *thirty (30) calendar days or less*, when a permanent vacancy occurs notice of such vacancy shall be posted *for either seven (7) calendar days (in consultation with the union) or fourteen (14) calendar days depending on the nature of the vacancy to be filled* on the Union bulletin boards provided in the office and plant. An employee desiring the position must make application to Management (with copy to the Union) within the above days. Selection of the successful applicant will be in accordance with the provisions of Article 12.

A permanent vacancy shall be any vacancy exceeding thirty (30) days, including new jobs established of thirty (30) days duration or more:

Exceptions to this shall be:

1. *Vacations*
2. *Sickness*
3. *Worker's Compensation*
4. *Approved Leave of Absence (less than 90 days)*
5. *Apprenticeship (90 days)*

If after consultation with the union it is determined that a vacancy due to sickness or Workers' Compensation is going to exceed ninety (90) days the vacancy may be declared permanent and the position posted. The vacancy may be delayed or not posted at all if the parties mutually agree.

If the employee subsequently returns they will be placed into their bid job in accordance with their seniority.

An employee desiring the position must make application to management (with a copy to the Union), within the above seven (7) or fourteen (14) calendar days. The senior qualified employee applying for the position shall be given preference to the appointment.

Successful applicants shall have the right to return to their previous job within thirty (30) days without loss of seniority. The Company shall have the right to return an employee to their previous job within thirty (30) days as per Article 12.01 and such employee will not lose seniority. In the event that an employee returns to their previous job, the next most senior applicant shall be awarded the bid to a maximum of four (4) employees per vacancy.

(d) Job Posting Procedures

The Company and the Union agree that in order to facilitate the job posting process the following will be adhered to:

For all job postings the most senior, qualified employee(s) will be awarded the position.

Should the employee refuse the position, the next, most senior qualified employee will be awarded the position as per the appropriate articles of the Collective Bargaining Agreement.

All employees will be allowed to refuse or to accept a maximum of two (2) successful job bids during the year. If the employee fails to accept either of these job bids or once an employee has been awarded any two positions in the calendar year, they will not be allowed to bid again until the beginning of the next calendar year (from January 1st to December 31st). If a position is refused, the employee will complete and forward a job bid withdrawal form to the supervisor with a copy to Human Resources and the local Union.

If an employee has bid, and is successful, on two (2) job bids at the same time, they will be given the choice as to which position they want and will not be counted as a refusal. The 2nd position will then be awarded to the next most senior, qualified employee.

A successful bid shall not be counted as one of the two allowable bids under the following circumstances:

- *if the employee accepts a bid for over thirty (30) days,*
- *if the employee fails to qualify for the bid position for medical reasons,*
- *if the employee fails to successfully complete the thirty (30) days qualifying period and it is the decision of Management to return the employee to their former position.*

The employee retains the right to return, or be returned by Management, to their former position within the thirty (30) days as per the current Collective Bargaining Agreement. (If the employee chooses to return to their previous position of their own accord, the bid will count as one of the two allowable bids).

Upon completion of the 960 hour probationary period, employees will be eligible to bid on other positions.

When there are an insufficient number of bids to fill the positions required the employees with the least seniority who have passed probation will be assigned to the bid position. Steel division will fill from the Steel Helper position. Tubular division will fill from the Finishing Helper position.

The Company agrees to release employees to a new bid position within a sixty (60) day period unless special circumstances exist. Should this be the case, the Joint Seniority, Shift and Overtime Committee will meet to discuss the situation and will determine the release date.

The Joint Seniority, Shift and Overtime Committee agrees to meet on a monthly basis to discuss outstanding seniority issues.

Article 12.09 Successful Bidders

- (a) Production and Maintenance Employees Only.

The Company shall post the name of the successful bidder on the Union bulletin board within five (5) calendar days after the expiration of the seven (7) or fourteen (14) calendar day posting period.

- (b) Office and Technical Employees Only.

The Company shall post the name of the successful bidder on the Union bulletin board within five (5) calendar days after the expiration of the fourteen (14) calendar day posting period. An employee who *bid for and is awarded* a job shall be given a reasonable trial period to demonstrate his ability to

perform the work satisfactorily. If during the trial period it is determined that the employee cannot qualify, such employee shall revert to his former position.

Article 12.10 Lines of Progression and Restrictions

Production and Maintenance Employees Only

- (a) The lines of progression shall be as set forth in this Agreement, subject to any subsequent changes agreed upon between the Company and the Union. Such changes to be in writing and signed by both parties. Any new job established in the line of progression shall become part of the line of progression.
- (b) Job seniority shall be the main reason for advancement in the line of progression.
- (c) Any employee will have the right to bid in to any line of progression in accordance with the terms of this Agreement.
- (d) An employee will hold job seniority in one line of progression only.
- (e) Employees bidding from one line of progression into another line of progression will forfeit all job seniority accumulated in the line of progression which they are vacating.
- (f) There shall be no temporary transfers within the lines of progression, above the entrance to the line except where no trained personnel are available on that shift in the line. In such instances it is agreed that when an employee holding job seniority in the line is not progressed, they shall receive the higher job class and be trained as soon as possible. This shall not apply to employees who have a waiver in effect.
- (g) If an employee next in the line of progression does not desire to progress to the next higher job in the line of progression, they may decline to do so by signing a waiver to that effect, with a copy sent to the Union by the Company. The parties recognize that the efficiency of the operation may be impaired and in order to resolve any bottlenecks that may occur due to waiver problems such issues shall be referred to the Joint Seniority, Shift and Overtime Committee.
- (h) In the event of a temporary vacancy, the trained employee next in the line of progression on that shift shall fill the vacancy. (Temporary - 30 days). In the event that the vacancy is expected to be greater than thirty (30) days the employee next in line to fill the position, regardless of shift, shall fill the vacancy. In either event the Company will make their decision based on the information available at the time.
- (i) If an employee passes another employee in the line due to the latter employee being unable or unwilling to move up the line, then they shall not have the right to bump the person they passed, due to lay-off, cutback or job deletion.
- (j) If a new job is inserted in a line of progression, then the job shall be filled from the line of progression. All employees on jobs above the new job in the line shall have seniority in the new job.

- (k) Entries to the line of progression shall be by job posting, bid, and in times of lay-off or cutback by bumping.

Lay-Offs

(l) *Production and Maintenance Employees Only*

In the event of cutback or lay-off, an employee shall be deemed to have the right to a position that is lower in that line of progression and will regress down their line to a position which they can hold. You shall regress as you progress and progress as you regress.

Office and Technical Employees Only

In the event of cutbacks or layoffs, an employee shall be deemed to have the right to a position according to seniority and qualification. An employee may bump into any position that they can hold, and will be subject to applicable training rates. It is therefore understood and agreed that management shall have the right to pass over any employee if it is established that they do not have the qualifications, ability or physical fitness to perform the work involved, even if they were given a reasonable trial or training period.

An employee who refuses to exercise their bumping rights and elects to take a layoff will not be recalled unless the job from which they were laid off becomes available. Should a laid off employee wish to return to any other vacant jobs they must advise the Human Resources Department of such request, in writing, before becoming eligible for recall.

Displaced Employee

- (m) In the event that they cannot retain a position in their own line, or a job which is not within a line of progression, a displaced employee may apply (by filling out a bump form) for one of the following depending upon the circumstances arising from being displaced (copies of the bump form shall be sent to the Union):
1. Any jobs below the displacement line in any other line of progression held by the junior employee provided their plant seniority is greater than that of the employee to be replaced.
 2. The higher job in any other line of progression held by the junior employee provided *that they have held a bid and performed that job* for a period exceeding thirty (30) consecutive days and can still perform that job efficiently with a familiarization period. Any other line excludes your original line of progression.
 3.
 - (i) Any jobs outside the lines of progression as “noted” below the displacement line in Appendix E, held by a junior employee and which they are capable of performing.
 - (ii) Any jobs outside the lines of progression, “noted” above the displacement line in Appendix E, held by a junior employee provided *they have held a bid and performed that job* for a period exceeding thirty (30) consecutive days and can still perform that job efficiently with a familiarization period.

4. Exceptions to this Article shall be those employees in the category of tradesmen and apprentices. It is not the intent of this Article to prevent tradesmen and apprentices from bumping within their own trade from department to department.
5. Recall from layoff will be on the basis of plant seniority from among those people who *can still perform that job efficiently with a familiarization period*. The employee with the greatest job seniority within the line of progression demoted or laid off due to lack of work shall have the right to their regular job before those with less job seniority in that line of progression. Employees called must return to their original line of progression *or bid job* and be willing to promote to any job where they possess job seniority.
6. Exceptions to the above, shall be when you cannot hold a position in the plant because of layoff using your plant seniority the effected employee or employees must bump the lowest possible job in their own line of progression.

Note: The familiarization period mentioned in the above provisions shall be a period not exceeding *two (2) shifts*.

(n) Rules for Bumping - Displaced Employees Only

1. Time Limits for Bumping

A displaced employee wishing to exercise their bumping rights must do so within ten (10) calendar days from time of displacement.

2. Before Being Displaced for One Year

- (i) An employee who has not been displaced from their original line of progression for one (1) year will not accumulate job seniority in another line of progression.
- (ii) An employee displaced for less than one (1) year shall not progress within another line of progression during times of vacancies (except as noted in 12.10 (f)). During times of cutback the employee will maintain their position in another line of progression using plant seniority. If an employee is unable to maintain their position in another line of progression they will be displaced from that line of progression.
- (iii) For clarification it is understood that working overtime in the line of progression an individual has been displaced from does not constitute a recall to the line of progression for the purposes of this article.

3. After being displaced for One Year

- (a) After one (1) year of displacement an employee shall lose all job seniority in their original line of progression and shall not be entitled to recall to their original line of progression.

- (b) After one (1) year of displacement the line of progression into which an employee bumped will become their regular line of progression. An employee shall be *inserted into the line of progression with job seniority in the new line of progression at the position they bumped and job seniority from the day they bumped.*
- (c) During periods of cutback an employee shall regress and progress within their new line of progression according to job seniority. Plant seniority will maintain an employee on a bottom job within a line of progression.

4. Definition of Cutback

Cutback in this article shall mean a reduction in the number of crews and does not mean a temporary shutdown where upon recall, the same number of crews are re-instituted.

Article 12.11 Definition of Lay-off

For the purpose of this Agreement "lay-off" means temporary dispensation with the services of an employee for a period exceeding three (3) working days in any one (1) calendar month.

Article 12.12 Lay-Off Procedure

Whenever a lay-off occurs, due to lack of work and subject to the provision of Article 12.02, the Company agrees to give fourteen (14) calendar days notice, except as noted in 12.12 (a), such notice to be posted on plant bulletin boards with a copy to the Union. A letter of confirmation will also be given to the employee or mailed to his last known address.

- (a) Exceptions to the fourteen (14) day calendar notice will be:
 - 1. Temporary or probationary employees are subject to layoff without notice.
 - 2. Seven (7) calendar days notice of layoff will be given to Employees with less than five years seniority.
 - 3. Employees who are recalled for a shorter period of time than their layoff notice entitlement.
 - 4. Seven (7) calendar days notice of layoff will be given when a layoff is occasioned by emergency conditions. In such cases the notice period may include days where an employee is sent home in accordance with Article 12.13.
- (b) The Company may extend any layoff notice given for up to one additional calendar week to meet operational requirements.

Article 12.13

(a) Lay-off Because of Breakdown

When a breakdown of equipment or a lack of material or work occurs and an employee is sent home as a result thereof, such employee may be sent home without regard to seniority, provided that such total time lost by any such employee shall not exceed three (3) working days in any one calendar month. If an employee(s) is required to work, the most senior qualified person(s) on that particular crew will remain.

(b) End or Start of Month Lay-Offs

Should a lay-off occur during the last three (3) working days of a calendar month and extend into the next calendar month up to a maximum of three (3) working days, then this will count as one lay-off and not two separate lay-offs.

Article 12.14 Temporary Transfers

The Company may transfer an employee to any job on a temporary basis, (Production and Maintenance employees are subject to Article 12.10(f)). An employee, who is temporarily transferred from his regular job for more than an accumulated total of one (1) hour in any one day, shall be paid the standard hourly rate of the job to which he has been transferred provided such a rate is not less than that of his regular job. If the rate of the job to which he is temporarily transferred, but not as a result of a lay-off, is less than the rate of his regular job he shall be paid the rate of his regular job during the period of such temporary transfer. The word "temporary" in this section shall mean a period of up to and including thirty (30) days.

Article 12.15 Inter-Plant Transfer

Opportunity will be afforded to laid off members from other plants prior to the hiring of new employees. Seniority and/or service shall only apply to benefits, pensions, vacations and severance entitlements under Articles 11, 12.06 (e), 15, and 17.

If an employee requests a transfer he shall forfeit all seniority held in the plant transferred from. His seniority in the plant that he transfers to shall start from the first day worked in that plant.

All employees who accept an inter-plant transfer shall be subject to a trial period of sixty (60) calendar days. During this trial period the Company shall have the right to return the Employee to his former plant if the Employee is deemed unable to meet the requirements of the job or the Employee may elect to return to his former plant, in either case, without any loss of his former seniority. It is understood that transfers will occur at the Employee's own expense.

Article 12.16 Inter-Divisional Transfer Production and Maintenance Employees Only

If an employee requests a move from one division to the other, he retains plant seniority for the purpose of vacation, lay-offs and benefits under Article 17. His job seniority in the division he moves to shall start from the first day worked in that division.

The moving from one division to another shall only be in the bottom jobs in each division, i.e.) the entry job into a line, and an employee shall be allowed one transfer only, except where circumstances are beyond the employee's control.

If an employee requests a move he shall forfeit all job seniority held in the division moved from.

For the transfer of work forces due to lay-off, change in production patterns, etc., all transfers must be mutually agreed on by the Company and the Union.

Article 12.17 Transfer to a Supervisory Position

If an employee is transferred to a supervisory position, he shall be excluded from the coverage of this Agreement. Such an employee shall accumulate his seniority for a period of six (6) months and shall retain his seniority for another six (6) months in the occupation from which he was transferred. In the event that he is relieved of or relinquishes his position within the said twelve (12) months, he shall have the right to return to the bargaining unit and be credited with seniority which he had at the end of his first six (6) months after being transferred to the supervisory position providing the said employee has paid his regular monthly dues and assessments, if any. In addition, such notice of promotion and demotion shall be in writing to the Union.

Article 13 Leave of Absence

Article 13.01 Personal Reasons

An employee may be allowed up to a thirty (30) day leave of absence without pay for personal reasons if:

- (a) He requests it in writing at least seven (7) days in advance. A copy of management approval to be sent out to the Union within five (5) days.
- (b) The leave is for a good reason and does not interfere with operations, except in emergency situations when leave shall be granted regardless.

Article 13.02 Extended Leave of Absence

A leave of absence will be extended for additional periods of up to thirty (30) days if there is a good reason and Management and Union mutually agree. The employee must request the extension in writing before his current leave expires.

Article 13.03

The Union will be notified of all leaves granted under this article.

Article 13.04 Leave of Absence to Attend to Union Business

An employee who has been elected or appointed by the Union to attend Union business shall be granted a leave of absence without pay for this purpose. The Union will inform the Company of the names of the delegates. It is mutually agreed that this clause is limited so that not more than one member per forty (40) employees, or part thereof, with a minimum of three (3) employees, may be absent from work at any one time for such Union business. It is further agreed that requests will be regulated so that no part of the Company operations are curtailed or jeopardized by the absence of excessive key personnel. To facilitate, may require rescheduling of manpower, the Union will give the Company two (2) weeks notice of such Union business, except for Executive Officers in case of emergency who shall be granted leave-of-absence upon issuing twenty-four (24) hours notice, and except in cases beyond the control of the Union when requests for leave-of-absence will be discussed with the Company.

Management shall reply to the Union in writing at least seven (7) days prior to leave request date.

In cases of leave of absence for educational purposes only, the Company shall respond within fifteen (15) days from receipt of request.

Article 13.05 Leave for Union Business

The Company shall grant an employee a leave of absence of not more than *three (3) years* to work in an official capacity for the Local or International Union. The employee must request the leave in writing and the Union must approve it. This leave may be extended for additional *three (3) year* periods by mutual agreement.

Article 13.06 Leave for Jury Service

The Company shall pay an employee who is required for jury service or who is subpoenaed as a witness, the difference between the amount of straight time earnings he would have received from the Company and the amount of pay received from the Court. In order to qualify for any compensation by the Company under this Article 13, the employee shall also present proof of this service and the amount of pay received from the Court. However, the Company shall not be required to pay for time lapsed during a postponement or recess if the employee could have returned to work at the Court's consent.

Article 13.07 Failure to Return from Leave

Any leave of absence will be in writing and no such leave will affect any employee's seniority rights when used for the purpose granted, provided he shall return to work at the expiration of such leave.

Article 13.08 Engages in Other Employment

Any employee who engages in gainful employment while on leave of absence, without the prior consent of the Company, shall be subject to disciplinary action. This clause shall not be deemed to apply to political, sports, or other community service for which the employee may receive remuneration.

Article 13.09 *Requesting a Leave of Absence*

All requests for leave of absence whether for personal reasons or Union business shall be in writing to the Human Resources Department, who will then forward notification to the employee's direct supervisor.

Article 13.10 Leave of Absence for Union C.W.S. Committee

The Company agrees to grant leave of absence from their regular work to:

Regina P & M	3 Employees
Regina O & T	3 Employees

who shall be selected by the Union to act on its C.W.S. Committee. Employees so selected shall:

- (a) Accumulate any seniority to which they normally would be entitled.
- (b) Receive their regular rate of pay from the Company as based upon a normal work week.
- (c) Return to their regular employment when their work on the C.W.S. Committee is completed.
- (d) To prevent loss of earnings when meeting with the Company, it is agreed that members of the C.W.S. Committee will be paid up to a maximum of forty-eight (48) days per year for attending meetings.

Article 13.11 Union Negotiating Committee

- (a) The Union has the right to appoint or otherwise select Negotiating Committee consisting of eight (8) employees on the following basis:

Regina 5 Employees
Calgary 3 Employees
- (b) The Negotiating Committee may be accompanied by such full time Staff Representative(s) as may be appointed by the International Union.
- (c) During negotiations for a new Collective Agreement the Company may place employees, members of the Negotiating Committee, on the day shift.
- (d) Employees on the Negotiating Committee, up to the maximum number shown in paragraph (a) above, will be compensated for wages lost from their normally scheduled work hours and will be granted a \$25 per diem to cover meals and other miscellaneous expenses for all days when bargaining meetings are held with the Company. In addition, the Company will pay reasonable travel expenses and lodging for Negotiating Committee members who have to travel to a city other than the city of their normal residence to participate in negotiations.

Article 13.12 Joint Union Education Fund

The Company shall pay into a Union administered education fund, five (5) cents for all straight time hours worked.

Article 13.13 Maternity/Paternity/Adoption Leave

(i) Conditions

- a) *Every employee who has completed six (6) months of continuous service with the Company is entitled to and shall be granted a leave of absence from employment for the purpose of maternity, parental and adoption leave.*
- b) *An employee who intends to take a leave of absence from employment under the leave clause shall:*
 - I. Give at least four (4) weeks' notice in writing to the Employer unless there is a valid reason why that notice cannot be given;*
 - II. Inform the Company in writing of the length of leave intended to be taken; and*
 - III. Give at least four (4) week's notice in writing to the Company of any change in the length of leave intended to be taken, unless there is a valid reason why that notice cannot be given.*

(ii) Maternity Leave

- a) *A pregnant employee is entitled to and shall be granted Maternity leave before, on or after the completion date of the pregnancy to and ending no later than eighteen (18) weeks after the completion date of the pregnancy.*
- b) *The employee must provide medical certification that the employee is pregnant and specifying the estimated date of birth as per Article 13.13 i) b).*
- c) *Where the actual date of birth is later than the estimated date of birth, the employee is entitled to not less than six (6) weeks leave after the actual date of birth.*

- d) *The total period of maternity leave shall not exceed eighteen (18) weeks.*
- e) *Employees on maternity leave will maintain their eligibility for Medical, Dental, Vision and Life Insurance Coverage. Any optional Group Insurance Plans will continue throughout the length of the leave, provided that employees pay their portion of the required premiums for the duration of the leave.*
- f) *An employee who provides the Company with proof that they have applied for and are eligible to receive employment insurance benefits pursuant to the Employment Insurance Act, shall be paid a leave allowance in accordance with the Supplementary Employment Benefit Plan as follows:*
 - I. *A supplement to Canada employment insurance (EI) benefits up to the Weekly Indemnity maximum for maternity leave to a maximum of sixteen (16) weeks provided the employee is receiving EI benefits.*
 - II. *If an employee is laid off or not on active duty, their supplementary employment benefit would cease.*

(iii) Parental Leave

- a) *In cases where a mother takes parental leave it must commence immediately after maternity leave ends and shall not exceed thirty-four (34) weeks.*
- b) *The aggregate amount of leave that may be taken by one or two employees combining parental leave shall not exceed fifty-two (52) weeks.*
- c) *This leave must commence no later than the first anniversary of the date on which the child is born or comes into the care and custody of the employee.*

(iv) Adoption Leave

- a) *The employee must give the Company notice of the possibility upon determination of eligibility.*
- b) *The aggregate amount of leave that may be taken by two employees for the purpose of adoption shall not exceed fifty-two (52) weeks.*
- c) *This leave must commence no later than the first anniversary of the date on which the child is adopted or comes into the care and custody of the employee.*

(v) Seniority

Employees on maternity, paternity or adoption leave shall continue to accrue seniority.

(vi) Return to Work

Upon completion of the leave, the employee will be placed into their original line of progression or bid job in accordance with their seniority or the collective agreement.

Article 14 Safety, Health and Environment

Article 14.01

The Company and Union agree that they mutually desire to maintain high standards of safety and health in the plant in order to prevent industrial injury and illness. The Union will assist Management in carrying out any reasonable accident prevention program.

Article 14.02

The Company shall furnish equipment and supplies necessary to protect employees from injury and shall supply, without cost to the employees, except as detailed in Article 14.03, protective work clothing which is required for safety.

Article 14.03 PPE & Medicals

- (a) **Safety Boots**
The Company will subsidize the cost of safety boots to a maximum of seventy-five percent (75%) of purchase price. New employees will apply for a seventy-five percent (75%) refund. In order to qualify for a seventy-five percent (75%) refund, an employee must turn in their worn-out pair.
- (b) **Safety Glasses**
The Company will pay for the grinding of prescription safety lenses to a maximum of one (1) pair per year, unless the *designated Company official* authorizes additional lenses. To qualify for this payment, employees must obtain a requisition from a designated Company official.
- (c) **Medical Certificates**
The Company shall pay one hundred percent (100%) of the cost incurred by the employees for securing medical certificates for insurance claims (weekly indemnity) and Worker's Compensation claims, and any return to work slips required by the Company.
- (d) **Winter Outerwear**
The Company will provide appropriate winter outerwear to employees whose regular work is performed outdoors *for a portion (minimum one (1) hour)* of their shift. In addition, a properly fitted personal parka will be provided to each Yard Machine Operator.
- (e) **Fire Retardant Clothing**
Where required, the Company will provide clean, safe and appropriate approved fire retardant clothing to employees.

Article 14.04

The Company and the Union agree to promote safety and industrial hygiene in the plant and to follow procedures as outlined in the Saskatchewan Occupational Health and Safety Act and Regulations. A Joint Safety, Health and Environment Committee member shall be invited to participate in the monthly Safety, Environmental and Housekeeping tours of the department they represent.

Article 14.05 Right to Refuse

- (a) The Union recognizes and the Company accepts the responsibility to make adequate provision for the safety and health of the employees during the hours of their employment.
- (b) *As per section 23 of the Occupational Health and Safety Act and Regulations* a worker may refuse to do any particular act or series of acts at work which they have reasonable grounds to believe are unusually dangerous to their health or safety or the health and safety of any other person at the place of employment, until sufficient steps have been taken to satisfy them otherwise, or until *the Joint Safety, Health and Environment Committee* or occupational health officer has investigated the matter

and advised them otherwise. *Should this section of the act be eliminated or revised to a lesser standard this article shall then apply.*

- (c) No worker will be disciplined for exercising their right to refuse unsafe work. The worker will be offered other work at their regular job class until the matter is resolved. No other employee will be assigned the work in question until such time as the requirements specified in the Occupational Health and Safety Act and Regulations dealing with the right to refuse have been satisfied.
- (d) The Joint Safety, Health and Environment Committee will be given access to all Material Safety Data Sheets relevant to products/chemicals used in the Plant. A copy of the approved product request form as well as the product's MSDS sheet will be forwarded to the Co-Chairs of the Joint Safety, Health and Environment Committee. Employees will be trained on the safe handling and use of such products/chemicals.

Article 14.06

- (a) *A Union member of the Joint Safety, Health and Environment Committee shall be notified immediately of each safety incident or injury. Union member(s) of the Committee will be present and participate in all investigations either initial or follow ups involving safety incidents, injury and near misses and assist in the preparation of the report.*
- (b) The Joint Safety, Health, and Environment Committee may from time to time consult and use the services of outside experts on any matter that involves the health and safety of employees.
- (c) Employees will be provided access to all written job safety procedures and work processes in effect in a department upon beginning employment in a department. New or revised job safety procedures will be reviewed with each employee affected by the new or revised procedure or process in a timely fashion.
- (d) *Prior to the implementation or installation of new or modified equipment the Union's Health, Safety and Environmental Representative will be notified and information outlining the changes or modifications will be provided to the employees working on the equipment or in the area.*

Article 14.07 Joint Safety, Health and Environment Committee

A Joint Safety, Health and Environment Committee consisting of from three (3) to six (6) employees designated by the Union and three (3) to six (6) employees of the Company shall hold at least one meeting each month, at a time mutually agreed to. A Shop Steward will be requested to attend these meetings if a Committee member is not available. The Committee will tour the plant once each month at a time mutually agreed to. Time expended on Committee work by Committee members designated by the Union shall not be considered hours worked to be compensated for by the Company; however members of the Committee shall not lose pay for time spent during regular scheduled working hours attending scheduled meetings of the Committee. The function of the Committee shall be to:

- (a) Report to Management on each major *incident* and attempt to ascertain the cause and recommend changes necessary to eliminate further *incidents* of similar nature. Copy of reports to be supplied to the Union.
- (b) Consider practices and rules relating to safety and health.

- (c) Formulate suggested changes in practices and rules relating to safety and health.
- (d) Recommend to Management the adoption of these new practices and rules.
- (e) *Report to Management its findings on any major pollution problems relating to litter, noise, air, etc., or any other form of pollution and make recommendations to Management on such problems. Results of any of the above tests will be reviewed at the Joint Safety, Health and Environment Committee meetings and a copy of the results will be supplied to the Union's Joint Safety, Health and Environment Committee Co-Chair.*
- (f) *Investigate and report to Management any concerns with respect to contractor compliance with all safety policies and procedures and with health, safety and environmental legislation while on Company premises.*

Article 14.08 Pay on Day of Injury

An employee hurt in a *workplace incident* shall be paid for the time lost on the day they were injured at their standard hourly rate plus any overtime premium and applicable shift differential. To qualify for the above pay, the employee must provide evidence of receiving medical attention.

Article 14.09 Transportation

The Company shall provide transportation and pay for the time spent by employees during their regular shift hours for medical treatment required as a result of a *workplace incident* or disease.

Article 14.10 Transportation covered by WCB

It is not the intent of the above provisions to make the Company responsible for the payment of such time and transportation, which is compensated by the Worker's Compensation Board.

Article 14.11 Safety and Health Education Leave

The Company will provide thirty (30) days leave per calendar year, without loss of pay, to attend approved study programs in the area of safety and health.

Article 14.12 Training for Advanced First Aid

The Company agrees to provide training in advanced industrial first aid for *seventeen (17)* employees (eight (8) each from Pipe and Steel Divisions and *one (1) from Office and Technical*) to be selected by the respective Safety Committees.

It is further agreed that on all regularly scheduled shifts worked a twenty-five (25) cents per hour premium will be paid to a designated employee trained in advanced industrial first aid; such designates to be as follows:

- One (1) per shift in the Spiral Mill
- One (1) per shift in the ERW Mill
- Two (2) per shift in the Steel Division

Article 14.13 Alternate Work and Accommodation

(a) Alternate Work Program

The Company is willing to explore opportunities to find alternate work for employees with short term temporary work restrictions. These decisions will be considered non-precedent setting. The Union President or their designate and the Company agree to meet at the request of either party to discuss and review alternate work for employees with such restrictions. The Company will make reasonable efforts to provide the employee with suitable employment. The Union agrees to assist the Company during this process by making recommendations that may help the employee return to the work place. This applies to both work and non-work related short term temporary work restrictions.

Based on the employee's attending physician's report and input, subject to agreement by the Company's consulting physician, the employee's present physical capabilities and their present skills and abilities, the parties will review the restrictions and limitations form, to ensure the proposed assignment is consistent with medical circumstances. Normally the employee, where possible, will be returned to their shift, department and classification however, if the employee cannot be returned to their regular shift, department or classification the parties will review and discuss alternate work assignments.

Before the employee returns to the workplace, the parties will meet with the employee's immediate Supervisor, to ensure that the agreed to restrictions and limitations are understood and followed.

(b) Accommodation of Disabled Employees

The Company recognizes its duty to accommodate employees with disabilities. The Union and the Company agree to meet at the request of either party to discuss and review alternate work for employees who become disabled. The Company will make every reasonable effort to provide the employee with suitable employment, provided such employment would not cause undue hardship to the Company. The Union agrees to assist the Company during this process by making recommendations that may help the disabled employee return to the work place.

The disabled employees will provide medical updates to the Medical Department as required, but at least annually. If a medical update indicates that a change has occurred in the employee's medical condition a meeting will be held between the President of the local union or designate, the employee and the Company to review how the change will affect the employee's work assignment.

Article 14.14 Health, Safety & Environmental Representative

(a) The Company and the Union agree that a full time Health, Safety & Environmental Representative(s) is necessary and beneficial to the operations at Evraz. These positions will be filled as long as *there are more than 50 Production & Maintenance employees working in their respective division. The duties of the representative(s) are to promote safety, industrial hygiene and environmental awareness in the plant as outlined in legislation. The basic functions of the Health, Safety & Environmental Representative are outlined in the Accident Prevention Manual, and are subject to modification by the Joint Safety, Health and Environment Committee.*

(b) *The positions will be filled by bargaining unit employees selected by consensus of the Joint Safety, Health and Environment Committee. These positions will be on a one-year term basis, renewable in*

one-year blocks upon consensus of the Joint Safety, Health and Environment Committee. If the need arises to replace the incumbent, the Joint Safety, Health and Environment Committee will select a qualified bargaining unit employee. Consensus will mean agreement reached by the Committee as a whole.

Article 15 Wages and Premiums

Article 15.01

- (a) Effective upon ratification a \$3,000 signing bonus will be paid to all employees active on the seniority list who have completed at least 750 hours of work in the previous twelve (12) calendar months prior to ratification. For those employees who have worked less than 750 hours in the twelve months prior to ratification, the bonus will be prorated accordingly.
- (b) Effective July 31, 2014, the total accumulated COLA calculated and currently in effect after the adjustment of July 2014 compared to April 2014, shall be added to the Standard Hourly Wage Scale and shall thereafter be part of the base rate.
- (c) Production and Maintenance Only

Effective August 1, 2011 there will be a \$0.716 increase to Job Class 1.

Effective August 1, 2012 there will be a \$0.552 increase to Job Class 1.

Effective August 1, 2013 there will be a \$0.536 increase to Job Class 1.

- (d) Production and Maintenance Employees Only:

The increments between the job classes are as follows:

Job Class 1 and Job Class 2 will be 25.7 cents.

Job Class 2 and Job Class 3 will be 24.7 cents.

Job Class 3 and Job Class 4 will be 28.7 cents.

Above Job Class 4 will be 29.7 cents.

- (e) Office and Technical Employees Only

Effective August 1, 2011 there will be a \$0.620 increase to Job Class 0.

Effective August 1, 2012 there will be a \$0.478 increase to Job Class 0.

Effective August 1, 2013 there will be a \$0.465 increase to Job Class 0.

- (f) Office and Technical Employees Only

The increments between Job Classes will be 47.2 cents.

- (g) Effective December 10, 2011 the following P&M Maintenance trades classifications will be paid the base rates shown below (Subject to changes as per the LOU Commitment to Review Trades and Technologist Rates):

Trades Job Class	Rate
Job Class 23	\$34.460
Job Class 24	\$34.757
Job Class 25	\$35.054
Job Class 26	\$35.351
Job Class 27	\$35.648
Job Class 28	\$35.945

- (h) Effective December 10, 2011 the following Office and Technical Employees will be paid the base rates shown below (Subject to changes as per the LOU Commitment to Review Trades and Technologist Rates):

Position	Rate
Mechanical Technologist	\$32.072
Metallurgical Technologist	\$30.656
Senior Metallurgical Technologist	\$31.600

BASIC HOURLY RATES - P & M
Effective August 1, 2011

Job Class	Rate
1	\$26.276
2	\$26.533
3	\$26.780
4	\$27.067
5	\$27.364
6	\$27.661
7	\$27.958
8	\$28.255
9	\$28.552
10	\$28.849
11	\$29.146
12	\$29.443
13	\$29.740
14	\$30.037
15	\$30.334
16	\$30.631
17	\$30.928
18	\$31.225
19	\$31.522
20	\$31.819
21	\$32.116
22	\$32.413
23	\$32.710
24	\$33.007
25	\$33.304
26	\$33.601
27	\$33.898
28	\$34.195
29	\$34.492
30	\$34.789
31	\$35.086

BASIC HOURLY RATES - P & M
Effective August 1, 2012

Job Class	Rate
1	\$26.828
2	\$27.085
3	\$27.332
4	\$27.619
5	\$27.916
6	\$28.213
7	\$28.510
8	\$28.807
9	\$29.104
10	\$29.401
11	\$29.698
12	\$29.995
13	\$30.292
14	\$30.589
15	\$30.886
16	\$31.183
17	\$31.480
18	\$31.777
19	\$32.074
20	\$32.371
21	\$32.668
22	\$32.965
23	\$33.262
24	\$33.559
25	\$33.856
26	\$34.153
27	\$34.450
28	\$34.747
29	\$35.044
30	\$35.341
31	\$35.638

BASIC HOURLY RATES - P & M
Effective August 1, 2013

Job Class	Rate
1	\$27.364
2	\$27.621
3	\$27.868
4	\$28.155
5	\$28.452
6	\$28.749
7	\$29.046
8	\$29.343
9	\$29.640
10	\$29.937
11	\$30.234
12	\$30.531
13	\$30.828
14	\$31.125
15	\$31.422
16	\$31.719
17	\$32.016
18	\$32.313
19	\$32.610
20	\$32.907
21	\$33.204
22	\$33.501
23	\$33.798
24	\$34.095
25	\$34.392
26	\$34.689
27	\$34.986
28	\$35.283
29	\$35.580
30	\$35.877
31	\$36.174

BASIC HOURLY RATES - O & T

Effective August 1, 2011

Job Class	Training	Starting	Intermediate	Standard	Number of Training Periods
0				\$22.770	Nil
1			\$22.770	\$23.242	One Three Month
2		\$22.770	\$23.242	\$23.714	Two Three Month
3		\$23.242	\$23.714	\$24.186	Two Six Month
4		\$23.714	\$24.186	\$24.658	Two Six Month
5		\$24.186	\$24.658	\$25.130	Two Six Month
6		\$24.658	\$25.130	\$25.602	Two Six Month
7		\$25.130	\$25.602	\$26.074	Two Six Month
8	\$25.130	\$25.602	\$26.074	\$26.546	Three Six Month
9	\$25.602	\$26.074	\$26.546	\$27.018	Three Six Month
10	\$26.074	\$26.546	\$27.018	\$27.490	Three Six Month
11	\$26.546	\$27.018	\$27.490	\$27.962	Three Six Month
12	\$27.018	\$27.490	\$27.962	\$28.434	Three Six Month
13	\$27.490	\$27.962	\$28.434	\$28.906	Three Six Month
14	\$27.962	\$28.434	\$28.906	\$29.378	Three Six Month
15	\$28.434	\$28.906	\$29.378	\$29.850	Three Six Month
16	\$28.906	\$29.378	\$29.850	\$30.322	Three Six Month
17	\$29.378	\$29.850	\$30.322	\$30.794	Three Six Month

Effective August 1, 2012

Job Class	Training	Starting	Intermediate	Standard	Number of Training Periods
0				\$23.248	Nil
1			\$23.248	\$23.720	One Three Month
2		\$23.248	\$23.720	\$24.192	Two Three Month
3		\$23.720	\$24.192	\$24.664	Two Six Month
4		\$24.192	\$24.664	\$25.136	Two Six Month
5		\$24.664	\$25.136	\$25.608	Two Six Month
6		\$25.136	\$25.608	\$26.080	Two Six Month
7		\$25.608	\$26.080	\$26.552	Two Six Month
8	\$25.136	\$26.080	\$26.552	\$27.024	Three Six Month
9	\$25.608	\$26.552	\$27.024	\$27.496	Three Six Month
10	\$26.080	\$27.024	\$27.496	\$27.968	Three Six Month
11	\$26.552	\$27.496	\$27.968	\$28.440	Three Six Month
12	\$27.024	\$27.968	\$28.440	\$28.912	Three Six Month
13	\$27.496	\$28.440	\$28.912	\$29.384	Three Six Month
14	\$27.968	\$28.912	\$29.384	\$29.856	Three Six Month
15	\$28.440	\$29.384	\$29.856	\$30.328	Three Six Month
16	\$28.912	\$29.856	\$30.328	\$30.800	Three Six Month
17	\$29.384	\$30.328	\$30.800	\$31.272	Three Six Month

Effective August 1, 2013

Training	Starting	Intermediate	Standard	Number of Training Periods
0			\$23.713	Nil
1		\$23.713	\$24.185	One Three Month
2	\$23.713	\$24.185	\$24.657	Two Three Month
3	\$24.185	\$24.657	\$25.129	Two Six Month
4	\$24.657	\$25.129	\$25.601	Two Six Month
5	\$25.129	\$25.601	\$26.073	Two Six Month
6	\$25.601	\$26.073	\$26.545	Two Six Month
7	\$26.073	\$26.545	\$27.017	Two Six Month
8	\$26.073	\$26.545	\$27.017	\$27.489 Three Six Month
9	\$26.545	\$27.017	\$27.489	\$27.961 Three Six Month
10	\$27.017	\$27.489	\$27.961	\$28.433 Three Six Month
11	\$27.489	\$27.961	\$28.433	\$28.905 Three Six Month
12	\$27.961	\$28.433	\$28.905	\$29.377 Three Six Month
13	\$28.433	\$28.905	\$29.377	\$29.849 Three Six Month
14	\$28.905	\$29.377	\$29.849	\$30.321 Three Six Month
15	\$29.377	\$29.849	\$30.321	\$30.793 Three Six Month
16	\$29.849	\$30.321	\$30.793	\$31.265 Three Six Month
17	\$30.321	\$30.793	\$31.265	\$31.737 Three Six Month

Article 15.02 Shift Premiums

A shift premium of forty (40) cents additional to the standard hourly rate shall be paid to each employee for hours worked during a second (or afternoon) shift and forty-five (45) cents for hours worked during a third (or night) shift.

Article 15.03 Saturday and Sunday Premiums

- (a) A Saturday premium of fifty cents (50) per hour additional to the regular straight time hourly rate shall be paid to each employee for all straight time hours worked during the twenty-four (24) hour period beginning 8:00 a.m. Saturday or the shift starting time closest thereto.
- (b) A Sunday premium of seventy-five cents per hour (75) additional to the regular straight time hourly rate shall be paid to each employee for all straight time hours worked during the twenty-four (24) hour period beginning 8:00 a.m. Sunday or the shift starting time closest thereto.

Article 15.04 Office and Technical Premium

Effective August 1, 1990, Office and Technical Employees who are on staff as of September 1981 will receive a thirty (30) cent per hour premium for all straight time hours worked.

Article 15.05 Reporting Allowance

If the work for which the employee was scheduled to report is not available, or if there is no substitute work for him which is within his reasonable capacity to perform, and which is not of such nature as to involve material change in the employee's working conditions, he shall be paid nevertheless for four (4) hours of work. The rate of pay shall be the standard hourly rate and any shift premium or out-of-line differential that applied. If he refuses such substitute work, he shall not get the four (4) hours reporting pay. If the work for which the employee was scheduled would have been paid for at overtime rates, he shall receive four (4) hours reporting pay at the applicable overtime rate. The Company shall not be liable for reporting pay if it has notified the employee not to report to work at least four (4) hours in advance of his scheduled reporting time, or if the failure to provide work is caused through a natural disaster or power disruption.

If an employee is told not to report to work for his regular shift, the employee will consider that shift cancelled and if he is called to work before his next regular shift, he will be paid two (2) times his hourly rate.

Article 15.06 Call-Out Pay

An employee who is recalled to work prior to the start of his regular shift shall be paid double his regular straight time hourly rate for all hours worked to recall up to the starting time of his scheduled shift. If a man's regular shift does not commence immediately following completion of overtime period, he shall receive a minimum of four (4) hours pay at regular straight time rates.

Article 15.07 Profit Sharing

Effective January 1, 1991, a profit sharing plan shall be instituted that will be paid quarterly, according to the following formula:

- a) Five (5) percent of quarterly profit after tax and after subtracting dividends, but before extraordinary items,*
- b) Divided by Total Average Employment of Evraz (Canada) and excluding General Scrap for the quarter,*
- c) Divided by 520 hours,*
- d) Multiplied by: straight time hours worked plus vacation hours taken and statutory holiday hours.*

Payments shall be cash payments and shall be made into either the employee's GRS money market account DPSP up to the maximums allowed for under the Income Tax Act (ITA), EPSP or RRSP, as is currently provided for, or, subject to making the appropriate request in writing, will be paid as a cash payment directly to the employee less the necessary withholding taxes into the employee's bank account. The option once requested and processed, can be changed by the employee only once per year.

If the employee has their money deposited into the trust account they may withdraw from their account any amount up to four (4) times annually, or at any time while on lay-off or during a strike. The employee will also be eligible to withdraw any remaining balance upon retirement or termination.

For the purposes of this profit sharing, the Company shall mean EVRAZ Inc. NA Canada, the corporation formerly known as IPSCO Inc., which owns and operates the Regina SK, Calgary AB, Surrey BC, and Red Deer AB facilities.

The parties further agree that the profits of the Company, shall be calculated using Generally Accepted Accounting Principles (GAAP), and calculated after tax and after subtracting dividends, but before extraordinary items, and any impact resulting from the purchase of the Company by Evraz Group S.A.

It is further understood for the purposes of determining profit from the Company operations, all transactions and other dealings between any operations, including related companies, shall be conducted at arm's length.

Profit Sharing Plan payments shall be based on the Company's results as reported by EVRAZ Inc. NA. When the annual audit of the Company's financial statements is completed at year end, the Company shall provide the Union with a copy of the audited consolidated statement of income for EVRAZ Inc. NA Canada. Such statement will be made available within fifteen (15) days after the Company has received the audited statement. The final payment of each year will be based on the audited statement, and will reconcile, if necessary, any payments made for the three (3) earlier quarters of that year.

If the Union so requests, the Company shall share equally with the Union the cost for the independent auditor that performed its year-end audit to verify the calculations of any Profit Sharing Plan payments, including the calculation of profit from EVRAZ Inc. NA Canada.

Article 15.08 Severance Adjustment Allowance

The Severance Adjustment Allowance shall be equal in total to 80 hours pay (including C.O.L.A.) times years of service, payable in monthly installments, to be no greater than \$400 per month, until the terminated person's individual amount is exhausted.

Alternatively, an employee affected by a plant closure may elect to receive a lump sum payment equal to 80 hours pay (including C.O.L.A.) times years of service.

To be eligible, the person must have been actively employed by the Company for five years and hold status on the Plant seniority list. To receive a benefit, the person must have been on layoff for two (2) continuous years or have been permanently laid off as a result of a plant shutdown. The person must apply in writing and expressly give up all recall rights.

The Severance Adjustment Allowance to be funded through the continuation of the Book Account established for such purposes in the Agreement dated August 1, 1987 to July 31, 1990, and the Company shall continue to accrue \$.10 per hour in accordance with those provisions.

Should the account ever fail to have sufficient funds to meet the monthly payments, the Company shall advance the necessary amount to cover that month's expense and recoup such advance from future accruals.

Any employee accepting participation in the Severance Adjustment Allowance shall waive all rights past, present and future against the Company as a result of his employment and/or severance from the Company.

Article 16 Cooperative Wage Study

Production and Maintenance Employees Only.

Article 16.01

The Cooperative Wage Study (C.W.S.) Manual for job description, classification and wage administration, dated August 1, 1980 (herein referred to as "The Manual") is incorporated into this Agreement and its provisions shall apply as if set forth in full herein.

Article 16.02

Each employee's job shall be described and classified and a rate of pay applied to such employee in accordance with the provisions of this Agreement. The two parties shall meet within ten (10) days upon request of either party to discuss and negotiate job description and classification.

Article 16.03

Effective on the dates specified in Section 16.01, all employees shall have their rates of pay adjusted as follows:

- (a) If the employee is not receiving an out-of-line differential prior to the dates specified in Section 16.01, the rate of pay of such employee shall be adjusted to conform to the standard hourly rate for that employee's job, as provided in Section 16.01.
- (b) If the employee is receiving an out-of-line differential prior to the dates specified in Section 16.01, the rates of pay of such employee shall be increased by the amount by which the rate for Job Class 1 has been increased, as provided in Section 16.01 and the following shall govern:
 - 1. If the employee's new rate resulting from such increases is greater than the standard hourly rate for the job, as provided in Section 16.01, the amount by which such employee's new rate is greater than the rate provided in Section 16.01 shall become such employee's new out-of-line differential (which shall replace the former out-of-line differential) and shall apply in accordance with the provisions of this Agreement.
 - 2. If the employee's new rate resulting from such increase is equal to or less than the standard hourly rate for the job, as provided in Section 16.01, the rate of pay of such employee shall be adjusted to conform to the standard hourly rate for the job, as provided in Section 16.01, and the former out-of-line differential shall be terminated.

Article 16.04

As of the date the Standard Hourly Wage Scale becomes effective, the standard hourly rate for each job class shall be the standard hourly rate for all jobs classified within such job class and shall so continue for the duration of the Standard Hourly Wage Scale and shall be applied to any employee in accordance with the provision of this Agreement.

Article 16.05

Each standard hourly rate established under Section 16.01 shall be:

- (a) The established rate of pay for all hours paid for on a non-incentive job; and
- (b) The established hourly base rate and minimum guaranteed rate of pay under an incentive applied to the job in accordance with the provisions of this Article.

Article 16.06 Production or Maintenance Jobs

Except as otherwise provided by this Agreement the established rate of pay for each production or maintenance job, other than a trade or craft or apprentice job shall apply to any employee during the time such employee is required to perform such a job.

Article 16.07 Trade or Craft Jobs

Except as otherwise provided by this Agreement, the established rate of pay for a trade or craft or apprentice job shall apply to any employee during the time such employee is assigned to the respective rate classifications in accordance with the provisions of this Agreement.

Article 16.08 Out-of-Line Differential

The Company shall furnish to the Union a list agreed to by the Company and the Union of employees who are to be paid "out-of-line differentials". Such list shall contain the following information:

- (a) Name of incumbent to whom such out-of-line differential is to be paid,
- (b) Job title of job on which out-of-line differential is to be paid,
- (c) Job classification of such job,
- (d) Standard hourly rate of such job,
- (e) Amount of out-of-line differential,
- (f) Date such out-of-line differential became effective.

Article 16.09

Except as such out-of-line differential may be changed by the means hereinafter provided, any employee included in the list referred to in Section 16.08 shall continue to be paid such out-of-line differential during such time as the employee continues to occupy the job for which the differential was established.

Article 16.10

If an employee with an out-of-line differential is transferred or assigned to a job having a higher standard hourly rate, then the differential shall be reduced by the amount of the increase in the standard hourly rate.

Article 16.11

If, as a result of lay-off and the exercise of seniority rights, an employee with an out-of-line differential is moved to a job having a lower standard hourly rate, then the out-of-line differential shall be cancelled.

Article 16.12

If such employee referred to in Sections 16.10 and 16.11 shall be returned to the job for which the out-of-line differential was established, the out-of-line differential shall be reinstated except as it may have been reduced or eliminated by other means.

Article 16.13

When an employee would, in accordance with the terms of this Agreement, be entitled to receive his regular rate, he shall also receive any out-of-line differential to which he is entitled.

Article 16.14

In addition to the means herein provided, increases in the increment between job classes shall be used to reduce or eliminate out-of-line differentials.

Article 16.15

Except for the application of the out-of-line differentials as called for herein, the terms of this Agreement governing transfers shall apply.

Learner Rates

Article 16.16

Learner jobs requiring "learner" rates, due to lack of adequate training opportunity provided by the promotional sequence of related jobs, shall be negotiated and made a part of this Agreement. The CWS Committee shall determine a list of positions for application of learner rates.

Article 16.17

A schedule of learner rates for the respective learning periods of five hundred and twenty (520) hours of actual learning experience with the Company on jobs for which training opportunity is not provided by the promotional sequence of related jobs, shall be established at the level of the Standard Hourly Wage Scale rates for the respective job classes. This determination shall be on the basis of the required employment training and experience time specified in Factor 2 of the job classification record of the respective job as follows:

- (a) Code C: Seven to twelve months:
 - 1. One learner period classification at a level two job classes below the job class of the job.

- (b) Code D: Thirteen to eighteen months:
 - 1. A first learner period classification at a level four job classes below the job class of the job, and
 - 2. A second learner period classification at a level two job classes below the job class of the job.
- (c) Code E and higher: Nineteen months and above:
 - 1. A first learner period classification at a level six job classes below the job class of the job, and
 - 2. A second learner period classification at a level four job classes below the job class of the job, and
 - 3. A third learner period classification at a level two job classes below the job class of the job.
 - 4. Employees who have had no related work experience in relation to the respective job shall serve an additional five hundred and twenty (520) hours of work in the learner period two job classes below the job class of the job.

Article 16.18

The learner period, as provided in Section 16.17 shall apply when, except as otherwise mutually agreed between the Company and the Union. Learner periods shall apply only to jobs in Job Class 8 and up, except where the provisions of Sections 16.19 and 16.20 apply.

Article 16.19

The Company, at its discretion, may apply a learner rate to a learner on any job where another employee other than the learner is on the job, provided the learner rate applied is:

- (a) In the case of an employee hired for the learning job the standard hourly rate for job Class 2;
- (or)
- (b) In the case of an employee transferred from another job in the plant, the lower figure of:
 - 1. The standard hourly rate of the job from which transferred; or
 - 2. The standard hourly rate of the job being learned in the case of an employee transferred from another job in the plant.

Article 16.20

The learner provisions as set fourth in Section 16.19 shall apply:

- (a) For a period of time sufficient to learn to do the job, provided that such period shall at no time exceed five hundred and twenty (520) hours;
- (b) Only to provide replacement for job vacancies; and

- (c) In accordance with the provision of this Agreement for filling vacancies.

Article 16.21

The Company shall furnish the Union a list of jobs agreed to by the Company and the Union as appropriate for the application of learner rates. Such list may be added to or deleted from by mutual agreement of the Company and the Union. The schedule of learner rates shall apply only to jobs in this list.

Article 16.22

Employees' time spent on a job requiring a learner schedule shall be cumulative. Periods of less than eight (8) hours shall not be counted toward completion of a learner schedule, but shall be paid for at the standard hourly rate of the job.

Article 16.23

Any employee who has qualified for a job through a learner schedule shall not be required to repeat that learner schedule.

Article 16.24

The established learner rate of pay for each learner period classification shall apply in accordance with the learner training periods as defined in Section 16.17. However, an employee whose current rate of pay is higher than the minimum rate of a learner job to which he has acceded, shall maintain his current rate, but not higher than the standard hourly rate of the job being learned until such time as the rate for the applicable learner period classification is equal to or exceeds his present rate.

Article 16.25

Any employee, when assigned to a job on which a learner rate applied, shall be credited in the learner schedule with all time previously worked on such job, or, in the case of a "grouped" job, on a job in such group. It is agreed that such past time shall be computed from reasonably recent records of the Company.

Incentives

Article 16.26

Should the Company desire to install incentives to cover any jobs the following shall govern:

- (a) The standard hourly rates for the respective jobs shall be the base rates and minimum hourly guaranteed rates for such incentives; and
- (b) The Company shall first discuss with and explain to the Union the development of any incentive plan and reach mutual agreement with the Union regarding such incentive plan before such incentive plan is installed.

Article 16.27

Production standards on incentive operations, when set, shall be fair and equitable to the employees. Such production standards, when established shall remain unchanged unless and until a substantial change is instituted by the Company in the method of manufacturing, or unless it is proved that an arithmetical error has been committed in the computation, if any, of the standards. Any change contemplated by the Company in the production standard shall not act to reduce earnings of incentive workers. Complaints and grievances regarding production standards and incentive rates shall be processed in accordance with the grievance and arbitration procedures provided in this Agreement.

General

Article 16.28

Any mathematical or clerical errors made in the preparation, establishment or application of job descriptions, classifications or standard hourly rates shall be corrected to conform to the provisions of this Agreement.

Article 16.29

Except as otherwise provided, no basis shall exist for an employee covered by this Agreement to allege that a wage rate inequity exists.

Article 16.30

The term "incumbent", as used herein, shall mean an employee regularly assigned to a job at the date the Standard Hourly Wage Scale was made operative.

Article 16.31

Should the Company establish any new jobs or new operations, the Union shall be advised of same within thirty (30) days and any such job descriptions and job classifications, or a review of same, shall be processed by the Union committee during working hours and without any loss of earnings.

Article 17 Benefits

Production and Maintenance Employees Only

Article 17.01 Insurance

The Company agrees to pay the full cost of the Group Life Insurance covering employees in the amount of fifty thousand (\$50,000.00) dollars per person on Group Life and fifty thousand (\$50,000.00) dollars on Accidental Death and Dismemberment. The Company also agrees to pay the full cost of Group Life insurance in the amount of five thousand (\$5,000.00) dollars to retired employees.

Article 17.02 Weekly Indemnity

The Company agrees to pay the full cost of Sick Indemnity Insurance Plan covering all employees who have worked more than thirty (30) days in the amount as follows:

70% of Job Class 04 (as at August 1, 2011) (including C.O.L.A.) (\$ 757.88 per week) for a period of twenty-six (26) weeks payable on the first day for non-occupational accident or sickness which requires hospitalization including day surgery at a hospital on an out-patient basis utilizing a general anesthetic or an epidural block as an immobilizing measure or on the fourth day of sickness which does not require hospitalization. This benefit will be taxed at source.

Article 17.03 Dental Plan

The Company agrees to pay the premiums for a dental plan for all employees who have completed three months service. Benefits of the plan shall be as set out in the carrier's policy. Plan benefits will not be in excess of the minimum fee specified in the current Provincial Dental Fee Schedule.

- (a) The plan will provide for fifty (50%) percent of all orthodontic work to a one thousand two hundred and fifty (\$1,250.00) dollars annual maximum, and a lifetime maximum of three thousand (\$3000.00) dollars per person.
- (b) The plan will provide for one hundred (100%) percent of all Basic Services and for seventy-five (75%) percent of all Major Services. Benefits of the plan shall be as set out in the Carrier's policy. Plan benefits will not be in excess of the minimum fee specified in the current Provincial Dental Fee Schedule.

Article 17.04 Pension

The Company and Union agree to modify the pension plan in effect during the prior Agreement and provide pensions in accordance with the provisions of Appendix "F".

Article 17.05 Bereavement Pay

In the case of death in the immediate family of an employee, the Company shall grant an employee a leave of absence at straight time pay based on the number of regular working hours of such absence.

The maximum number of days granted shall be set out as follows:

Up to five days for wife, husband, mother, father, children.

Up to three days for brother, sister, grandparents, grandchildren.

Up to one day for brother-in-law, sister-in-law, mother-in-law, father-in-law, grandparents-in-law.

Any such leave of absence must be arranged with the employee's foreman, if possible, or another company representative. *Upon mutual agreement, bereavement leave may be taken at a time other than the time of death.* No such requests shall be unreasonably denied. The provisions of this article do not apply if at the time of bereavement the employee is absent from work due to sickness, accident, vacation, leave of absence, etc.

Article 17.06 Supplementary Unemployment Benefit

The Company agrees to fund a joint Supplementary Unemployment Benefit (S.U.B.) plan. Under this plan the Company will pay ten (10) cents an hour per employee on all straight time hours worked into a S.U.B. fund. In

the case of lay-offs, eligible employees will receive \$110.00 per week from this fund. The Company will establish a line of credit up to a maximum of \$500,000 to be drawn on by the S.U.B. Fund on an "as required" basis in order to maintain a benefit level of one hundred and ten dollars (\$110) per week. Any draw down of the \$500,000 line of credit will be reimbursed through future contributions.

Article 17.07 Medical Coverages

- (a) The Company agrees to pay the full premiums for the Saskatchewan Medicare Plan and the Saskatchewan Hospitalization Plan, if applicable, on behalf of the employees and their dependents six (6) months in advance and periodically every six (6) months.
- (b) The Company agrees to pay the full premium costs of Major Medical Health Care Benefits as negotiated and as outlined in the "Employee Benefits" booklet.

Article 17.08

Should any employee be laid off his welfare benefits will be maintained by the Company to the end of the calendar month in which he is laid off. In addition, these coverages will be maintained for a further three (3) month period. After this three (3) month period, the employee may, by arrangement with the Human Resources department, continue their welfare benefits for three (3) months provided the premium payments are made by the employee. Should any employee terminate his employment or be on leave of absence exceeding one month, his welfare benefits will be paid for the balance of the calendar month. Employees on leave of absence may, by arrangement with the Human Resources department, continue their welfare benefits up to a maximum of three (3) months provided the premium payments are made by the employee.

For this purpose, welfare benefits will include Life Insurance, Accidental Death & Dismemberment coverage, major medical and dental benefits.

Article 17.09

Office and Technical Employees Only

Welfare Benefits for the Office and Technical employees as in effect of July 31, 1984 shall continue for the duration of this agreement.

Article 17.10 Health Spending Account

The employer will establish an individual health spending account by March 31, 2012. To establish the individual account the employer will provide a one-time contribution of \$375 to each active employee on the seniority list as of March 31, 2012. This amount represents the EI rebates owed to employees for the years 2007 – 2011 inclusive. For all employees active on the seniority list who have completed at least 750 hours of work in the calendar year 2012, the Employer will contribute \$100 to the employees individual Health Spending Account by March 31, 2013. For all employees active on the seniority list who have completed at least 750 hours of work in the calendar year 2013, the Employer will contribute \$100 to the employees individual Health Spending Account by March 31, 2014. Canada Revenue Agency rules governing Health Spending Accounts will apply. The parties agree that this will satisfy the Company's obligation regarding EI rebates.

Article 18 General Provisions

Article 18.01

Articles and sections of this Agreement may be altered, deleted or new articles and sections added, from time to time during the duration of this contract, if mutually agreed to in writing by the Company and the Union, and such alterations, deletions or new articles and sections shall be binding on both parties for the duration of the Agreement.

Article 18.02 Established Practice

Any rights and privileges enjoyed by either party shall be continued and no change shall be put into effect unless mutually agreed to by the Company and the Union. This clause shall not take precedence over any of the provisions of this Agreement.

Article 18.03 Technological Change

It is recognized that in order to remain competitive in the steel industry, the Company will be required, as circumstances dictate, to keep abreast of technological developments.

In the event that the Company introduces changes by way of automation or mechanization in its operation, the result of which is to reduce the classified rate of an employee, it is agreed that:

- (a) Employees with five (5) or more years of Company seniority who are demoted to a lower classified job will have their rate retained for a period of one (1) year.
- (b) Both parties agree that such retraining as may be required for a demoted employee will be on the job training, in the normal manner through the exercise of his seniority.
- (c) Employees with five (5) or more years of Company seniority who are permanently laid off as direct result of such automation or mechanization will receive one (1) weeks pay for each full year of service up to a maximum of ten (10) weeks pay.
- (d) The above shall not apply in cases of temporary lay-off, or in cases where market conditions, product obsolescence or other factors beyond the Company's control may dictate lay-offs.

Article 18.04 Copies of Agreement

The Company and the Union desire every employee to be familiar with the provisions of this Agreement and his rights and duties under it. For this reason, the Company will have the Agreement printed in booklet form and Management will give a copy to each employee.

Article 18.05 Handicapped Employees

In the event of employees sustaining injuries at work, or becoming affected by occupational diseases during the course of their employment and becoming physically handicapped as a result thereof, every effort will be made by the Company to give the handicapped employee such suitable employment as is available.

Article 18.06 Bulletin Boards

The Company agrees to provide the Union with bulletin boards in the plant for the purpose of posting Union notices and official papers. In addition permission will not be unreasonably withheld to allow the Local Union executive access to the plant site for the sole purpose of distributing appropriate union literature to the Local Union membership from a location designated by the Company. Notices will be posted or distributed only by officers of the Union and will be in keeping with the spirit and intent of this Agreement. The Union shall provide the Works Manager of the facility or the Human Resources Director with a copy of any literature prior to distribution.

Article 18.07

The Company and the Union agree that the one (\$.01) cent contribution to the United Steelworkers Humanities Fund will continue to be remitted by the Company. The basis for this remittance is the Letter of Understanding dated August 14, 1987. That is, the one (1) cent is derived from a deduction from the then existing one dollar and nineteen cents (\$1.19) C.O.L.A. Float. This deduction is to be remitted to the United Steelworkers Humanities Fund as advised by the Union. *It is further agreed that an additional one (\$.01) cent per hour for a total of two (\$.02) cents will be contributed to the United Steelworkers Humanities Fund by the Company. This additional one (\$.01) cent will be derived from the deduction from the October 2011 C.O.L.A. payment. If the October 2011 C.O.L.A payment is less than one (\$.01) cent then the payment will be deducted when the C.O.L.A. amount is greater than zero.*

Article 18.08 Access to Personnel Files

Employees may gain access to and review the contents of their personnel file that is maintained by the Company relating to their employment in accordance with the following:

- 1. Access to files will only be granted by appointment through the Human Resources Department and supervised by Human Resources.*
- 2. Employees will be granted access during off-duty hours only or during approved lunch breaks so as not to interfere with production.*
- 3. Employees may request copies of specific documentation contained in the file.*

Article 18.09 Joint Seniority, Shift and Overtime Committee

The parties agree to form a joint Company/Union Seniority, Shift and Overtime Committee for each division that shall meet every thirty (30) days or at the request of either party. The committee shall consist of a minimum of three (3) people appointed by the Company and a minimum of three (3) people appointed by the Union from the respective divisions.

Functions of such committee shall be to:

- 1. Maintain and update plant seniority lists.*
- 2. Maintain and update job seniority lists.*
- 3. Develop, maintain and distribute a 'skills inventory list' for all hourly employees to facilitate bumping.*
- 4. Resolve problems as they occur within the lines of progression.*

5. *Discuss and resolve the application of the three day lay-off provision.*
6. *Study shift schedules and overtime requirements in the divisions.*
7. *Encourage proper overtime coverage, as per Article 8.11.*
8. *Other issues related to seniority, shifts and overtime as they may arise.*

It is clearly understood that this article shall not constitute an extension of bargaining and it is further understood that these committees shall make non-binding recommendations.

Article 19 - Duration of Agreement

This Agreement shall become effective as of August 1, 2011 and shall remain in effect until and including July 31, 2014 and shall automatically be renewed thereafter for successive periods of twelve (12) months, unless either party request the negotiation of a new agreement by giving written notice to the other party not less than thirty (30) calendar days and not more than sixty (60) calendar days prior to July 31, 2014.

Provided, however, that notwithstanding anything therein contained, the Company hereby agrees at the request of the Union, that if prior to July 31, 2014 any person acquires more than 50% of the outstanding voting shares in the capital stock of the Company, or acquires by purchase, substantially all of the assets of the Company, and if the Union delivers to the Company written notice that it is for the reason terminating this agreement, shall terminate thirty (30) calendar days after the delivery of such notice.

The Articles, Appendices, and Letters of Understanding hereto appended shall be operational for the duration of the Agreement as noted above. Signed on this 2nd day of December 2011.

For the Company

For the Union

Keith Turcotte

Sonny Rioux

Bill Edwards

Ian Gretchen

Tory Sand

John Forster

Doug Massier

Paul Euteneier

Dave McAplin

Brenda Pawlychyn

APPENDIX "A"

OFFICE AND TECHNICAL GROUP Minimum Educational & Experience Standards

<u>Position (Job Class)</u>	<u>Qualifications</u>
Mechanical Technologist (JC 16)	<ul style="list-style-type: none">- Diploma in Mechanical Technology or equivalent- Two years related experience
Senior Metallurgical Technologist (JC 15)	<ul style="list-style-type: none">- Diploma in Metallurgical Technology or equivalent- Three years related metallurgical technical experience
Metallurgical Technologist (JC 13)	<ul style="list-style-type: none">- Diploma in Metallurgical Technology or equivalent- One year related experience
QA Lab Leader (JC 13)	<ul style="list-style-type: none">- Diploma in Metallurgical Technology or equivalent- One year related experience
Senior Radiographic Technician	<ul style="list-style-type: none">- Grade XII Diploma or equivalent- Working knowledge and application of word processing and spreadsheet software- C.G.S.B. and/or ASNT Level 2 Industrial Radiographer certification- Willingness to work shift work
Radiographic Technician (JC 13)	<ul style="list-style-type: none">- Grade XII Diploma or equivalent- Must successfully complete a prerequisite assessment for UT- Working knowledge and application of word processing and spreadsheet software- Ability to achieve a C.G.S.B. Level 2 Industrial Radiographer certification within a 36 month period- Willingness to work shift work
<u>Accounting</u>	
Accounting Clerk	<ul style="list-style-type: none">- A diploma with a major in Finance/Accounting or equivalent
Accounting Clerk Tubular	<ul style="list-style-type: none">- Working knowledge and application of word processing and spreadsheet software
<u>Administrative</u>	
QA Clerk	<ul style="list-style-type: none">- Grade XII Diploma or equivalent
Accounts Payable Clerk	<ul style="list-style-type: none">- Data Entry 14,000 key strokes per hour
Accounts Receivable Clerk	<ul style="list-style-type: none">- 2 recognized post secondary accounting classes
Credit/Payroll Clerk	<ul style="list-style-type: none">- Working knowledge and application of word processing and spreadsheet software
Invoicing Clerk	
Production/Mill Clerk	
Inventory Clerk	
Yard Clerk	

Production

Stores Warehouse Clerk Tubular	-	Grade XII Diploma or equivalent
Stores Warehouse Clerk Steel	-	Data Entry 14,000 key strokes per hour
Maintenance Clerk Rolling Mill	-	Working knowledge and application of word processing and spreadsheet software
Maintenance Clerk Melt Shop		
Shipping Clerk		

Purchasing

Buyer	-	Successful completion of three recognized post secondary Supply/Management classes.
	-	Working knowledge and application of word processing and spreadsheet software

Office Support (JC3)

Switchboard	-	Grade XII Diploma or Equivalent
Mailroom		

Definitions: Pool = underlined groupings
Job = title of the position

APPENDIX "B"

The following schedules are recognized as examples only.

SCHEDULE B1

1 CREW - 8 HR. - 5 DAY COVERAGE - DAYS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D	D			D	D	D	D	D			D	D	D	D	D			D	D	D	D	D	

SCHEDULE B2

2 CREWS - 8 HR. - 5 DAY COVERAGE - DAYS & AFTERNOONS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D	D			A	A	A	A	A			D	D	D	D	D			A	A	A	A	A	
B		A	A	A	A	A			D	D	D	D	D			A	A	A	A	A			D	D	D	D	D	

SCHEDULE B3

3 CREWS - 8 HR. - 5 DAY COVERAGE - DAYS, AFTERNOONS, NIGHTS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D	D			A	A	A	A	A			N	N	N	N	N			D	D	D	D	D	
B		N	N	N	N	N			D	D	D	D	D			A	A	A	A	A			N	N	N	N	N	
C		A	A	A	A	A			N	N	N	N	N			D	D	D	D	D			A	A	A	A	A	

SCHEDULE B4

3 CREWS - 8.5 HR. - 7 DAY COVERAGE - DAYS & AFTERNOONS - 3/3

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D	D	A	A	A				D	D	D	A	A	A				D	D	D	A	A	A				D	D
B			D	D	D	A	A	A				D	D	D	A	A	A				D	D	D	A	A	A		
C	A	A				D	D	D	A	A	A				D	D	D	A	A	A				D	D	D	A	A

SCHEDULE B5

2 CREWS - 8 HR. DAYS & 10 HR. AFTERNOONS - 5 DAY COVERAGE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D	D			A	A	A	A				D	D	D	D	D			A	A	A	A		
B		A	A	A	A				D	D	D	D	D			A	A	A	A				D	D	D	D	D	

SCHEDULE B6

2 CREWS - 8 HR. - 7 DAY COVERAGE - DAYS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D	D	D	D	D			D	D	D	D	D			D	D	D	D	D			D	D	D	D	D		
B			D	D	D	D	D			D	D	D	D	D			D	D	D	D	D			D	D	D	D	D

SCHEDULE B7

1 CREW - 10 HR. - 4 DAY COVERAGE - DAYS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D				D	D	D	D				D	D	D	D				D	D	D	D		

SCHEDULE B8

2 CREWS - 10 HR. - 4 DAY COVERAGE - DAYS & AFTERNOONS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A			D	D	D	D				A	A	A	A				D	D	D	D				A	A	A	A	
B			A	A	A	A				D	D	D	D				A	A	A	A				D	D	D	D	

SCHEDULE B9

2 CREWS - 10 HR. - 7 DAY COVERAGE - DAYS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D	D	D	D					D	D	D			D	D	D	D	D					D	D	D			D
B				D	D	D	D	D			D	D	D					D	D	D	D	D			D	D	D	

SCHEDULE B10

2 CREWS - 10/12 HR. - 7 DAY COVERAGE - DAYS - 4/4

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D12	D12	D12	D12					D12	D12	D12	D12					D12	D12	D12	D10					D12	D12	D10
B	D10					D12	D10	D10	D12					D10	D10	D12	D12					D10	D12	D12	D12			

SCHEDULE B11

3 CREWS - 12/10.5 HR. - 7 DAY COVERAGE - DAYS/NIGHTS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D				D	D				N	N	N	N			D	D				N	N			D	D
B	N			D	D				N	N			D	D	D			N	N	N			D	D	D			
C	D			N	N	N			D	D	D					D	D				D	D			N	N	N	N

SCHEDULE B12

2 CREWS - 10 & 12 HRS. - 7 DAY COVERAGE - DAYS - 2/3/2

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D10			D12	D12				D12	D12			D12	D10	D10			D12	D12				D12	D12			D12	D10
B		D12	D12			D12	D10	D10			D12	D12				D12	D12			D12	D10	D10			D12	D12		

SCHEDULE B13

2 CREWS - 11.5 HR. - 7 DAY COVERAGE - DAYS - 2/3/2

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D			D	D				D	D			D	D	D			D	D				D	D			D	D
B		D	D			D	D	D			D	D				D	D			D	D	D			D	D		

SCHEDULE B14

2 CREWS - 12 HR. - 7 DAY COVERAGE - DAYS - 2/3/2

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D			D	D				D	D			D	D	D			D	D				D	D			D	D
B		D	D			D	D	D			D	D				D	D			D	D	D			D	D		

SCHEDULE B15

3 CREWS - 12 HR. - 5 DAY COVERAGE - DAYS & NIGHTS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D	D		N	N					D	D	D			N	N	N					D	D		N	N		
B	N	N	N					D	D		N	N					D	D	D			N	N	N				
C			D	D	D			N	N	N					D	D		N	N					D	D	D		

SCHEDULE B16

4 CREWS - 12 HR. - 7 DAY COVERAGE - DAYS & NIGHTS - 4/4

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	N	N					D	D	N	N					D	D	N	N					D	D	N	N		
B					D	D	N	N					D	D	N	N					D	D	N	N				
C	D	D	N	N					D	D	N	N					D	D	N	N					D	D	N	N
D			D	D	N	N					D	D	N	N					D	D	N	N					D	D

SCHEDULE B17

4 CREWS - 12 HR. - 7 DAY COVERAGE - DAYS & NIGHTS - 2/3/2

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		N	N			D	D	D			N	N				D	D			N	N	N			D	D		
B		D	D			N	N	N			D	D				N	N			D	D	D			N	N		
C	D			N	N				D	D			N	N	N			D	D				N	N			D	D
D	N			D	D				N	N			D	D	D			N	N				D	D			N	N

SCHEDULE B18

2 CREWS - 10 HR. - 5 DAY COVERAGE - DAYS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A			D	D	D	D					D	D	D	D			D	D	D	D					D	D	D	D
B				D	D	D	D			D	D	D	D					D	D	D	D			D	D	D	D	

SCHEDULE B19

4 CREWS - 12 HR. - 7 DAY COVERAGE - DAYS & NIGHTS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	N					D	D	D	N	N						D	D	N	N						D	D	N	N
B	D	N	N						D	D	N	N						D	D	N	N	N					D	D
C		D	D	N	N						D	D	N	N	N					D	D	D	N	N				
D				D	D	N	N	N					D	D	D	N	N						D	D	N	N		

APPENDIX "C"

The following schedules are recognized as examples only.

SCHEDULE C1

4 CREWS - 8 HR. - 7 DAY COVERAGE - DAYS, AFTERNOONS, & NIGHTS

CONTINUOUS OPERATION

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D	D	D	D	D	D				N	N	N	N	N	N	N			A	A	A	A	A	A	A			D
B	A	A	A	A			D	D	D	D	D	D	D				N	N	N	N	N	N	N			A	A	A
C	N	N			A	A	A	A	A	A	A			D	D	D	D	D	D	D				N	N	N	N	N
D			N	N	N	N	N	N	N			A	A	A	A	A	A	A			D	D	D	D	D	D	D	

SCHEDULE C2

3 CREWS - 8 HR. - 5 DAY COVERAGE - DAYS, AFTERNOONS, & NIGHTS - STAGGERED

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D	D		N	N	N	N	N			A	A	A	A	A				D	D	D	D	D	
B	A	A	A	A	A				D	D	D	D	D		N	N	N	N	N			A	A	A	A	A		
C	N	N	N	N	N			A	A	A	A	A				D	D	D	D	D		N	N	N	N	N		

SCHEDULE C3

3 CREWS - 8 HR. - 4 DAY COVERAGE - DAYS, AFTERNOONS, & NIGHTS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D	D			N	N	N	N				A	A	A	A				D	D	D	D	D	
B		A	A	A	A				D	D	D	D	D			N	N	N	N				A	A	A	A		
C		N	N	N	N				A	A	A	A				D	D	D	D	D			N	N	N	N		

SCHEDULE C4

1 CREW - 8 HR. - 7 DAY COVERAGE - DAYS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
EMPLOYEE	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D				D	D	D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D
B	D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D	D				D	D
C		D	D	D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D	D		
D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D	D				D	D	D
E	D				D	D	D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D
F			D	D	D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D	D	
G		D	D	D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D	D		
H	D	D	D	D			D	D	D	D	D	D	D				D	D	D	D	D	D	D				D	D

SCHEDULE C5

1 CREW - 8 HR. - DAYS - 5/5/4

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D	D			D	D	D	D	D			D	D	D	D				D	D	D	D	D	

SCHEDULE C6

3 CREWS - 8.5 HR. - 7 DAY COVERAGE - DAYS & AFTERNOONS - 5/2/5/3

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A				A	A	A	A	A			D	D	D	D	D				A	A	A	A	A			D	D	D
B	D	D	D	D	D				A	A	A	A	A			D	D	D	D	D				A	A	A	A	A
C	A	A	A			D	D	D	D	D				A	A	A	A	A			D	D	D	D	D			

SCHEDULE C7

4 CREWS - 12 HR. - 7 DAY COVERAGE - DAYS & NIGHTS - 2/2/2/2

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
CREW	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	D			N	N			D	D			N	N			D	D			N	N			D	D			N
B		D	D			N	N			D	D			N	N			D	D			N	N			D	D	
C	N			D	D			N	N			D	D			N	N			D	D			N	N			D
D		N	N			D	D			N	N			D	D			N	N			D	D			N	N	

APPENDIX "D"
RULES OF PROCEDURE FOR
EXPEDITED ARBITRATION

PREAMBLE: In accordance with Article 7.06, from time to time issues will arise between the parties that require the timely assistance of an Arbitrator to resolve via the expedited arbitration procedure that follows. It is understood that the primary purpose of an expedited arbitration procedure is to provide quick non-precedent setting resolution to grievances referred by mutual agreement by the parties.

1. The Expedited Arbitration Procedure will provide a quick, inexpensive, effective and informal alternative to the regular arbitration procedure.
2. The focus of the Expedited Arbitration Procedure will be to provide a quick decision that resolves the grievance referred but does not establish a precedent that binds the parties.
3. The parties have agreed to establish a panel of expedited arbitrators as follows:

Francine Chad Smith	(306) 789-3342
R. Bradley Hunter	(306) 525-6103
W. Robert Pelton	(306) 565-4100
Anne M. Wallace	(306) 933-0004

Each Arbitrator will agree to hear grievances referred by the parties as a sole arbitrator, within 28 days of accepting the referral and render a written decision within 48 hours of concluding a hearing.

If an Arbitrator is unable to continue to act as an expedited arbitrator, a new member will be appointed to the panel by mutual agreement between the parties.

4. When the first grievance is referred to the Expedited Arbitration Procedure, the Arbitrators will be canvassed with regard to availability in rotation commencing with the first Arbitrator on the list, progressing down the list until an Arbitrator from the list agrees to hear the matter. Subsequent referrals will initiate a canvass commencing with the next Arbitrator on the list below the Arbitrator who accepted the last referral.
5. Liaison with the Expedited Arbitration Panel:
 - (a) General problems or concerns relating to the Expedited Arbitration Procedure will be discussed by the parties at the direction of:
 - The USW Staff Representative
 - The Director of Human Resources, Canadian Operations
6. Referral of Grievances to the Expedited Arbitration Procedure:
 - (a) Once the parties agree to refer a grievance to the Expedited Arbitration Procedure a representative of the Human Resources Department will canvas the arbitration panel to determine an available arbitrator. The first available arbitrator will be assigned the grievance or grievances referred, agreeing to hold the hearing within twenty-eight (28) days and render a decision within forty-eight (48) hours of concluding the hearing.
 - (b) The Expedited Arbitrator assigned will be provided with a copy of the grievance or grievances referred, a copy of the relevant Collective Bargaining Agreement and contact information for the parties.

- (c) After agreeing to hear a grievance or grievances under the Expedited Arbitration Procedure, the Arbitrator will contact the officials of the Company and the Local Union to determine the date, time and place, off Company premises, for a hearing.
 - (d) The Arbitrator will not be assigned more than four cases per hearing day and shall not be requested to conduct more than two consecutive days of hearings.
7. Conduct of an Expedited Arbitration Hearing:
- (a) The Expedited Arbitration Procedure will proceed via an agreed statement of facts and a statement of facts in dispute.
 - (b) Witnesses may be called to provide evidence. All witnesses will be sworn and subject to cross examination
 - (c) Arbitration citations will be limited to non-expedited arbitration decisions in which the Company and Union are parties, which are on point, related to the facts in dispute and are essential to the proper determination of the case.
 - (d) Both written and oral argument may be presented.
8. Decisions: The Arbitrator may exercise discretion to render an oral decision at the hearing followed by a written decision with 48 hours or may adjourn the hearing to consider the evidence and issue a written decision within 48 hours.
- (a) Decisions shall contain a brief statement of facts and contractual reliance on which the arbitrator will have based his/her findings and decision.
 - (b) Each decision shall be limited to five (5) pages typed on 8.5" x 11" letter size paper and shall contain a heading identifying:
 - (i) Expedited Arbitration.
 - (ii) Name Plant Location.
 - (iii) USW Local Union number involved.
 - (iv) Grievance number.
 - (v) Date of hearing.
 - (vi) Signature and typed name of Arbitrator.
 - (c) Decisions shall be mailed to the designated parties not later than 48 hours after the close of the hearing (excluding Saturdays, Sundays, and holidays). In no case will decisions be given or sent to only one of the parties. Decisions shall be mailed to all the parties at the same time.
 - (d) It shall be the responsibility of each of the local parties' representatives, accountable for the presentation, to give the arbitrator the names of those to whom a copy of the decision is to be mailed.
9. Fees Paid to Expedited Arbitrators and Expenses:
- (a) The arbitrator shall be paid on the basis of per hearing day which shall include his/her written decision on cases heard in such hearing day.
A normal hearing day shall be from 9:30a.m. to 12:30p.m. and 1:30 p.m. and 4:30 p.m.

- (b) Fee Schedule for Hearings:
Fees will be mutually agreed by the parties.
- (c) Expenses
 - (i) Travel expenses shall be paid when the hearing is scheduled away from his/her normal base of doing business.
 - (ii) If an overnight stay is required in some unusual circumstances, the arbitrator shall be paid for overnight lodging and meals.
- (d) The Arbitrator shall bill each of the local parties for one-half of the total fees and expenses. Prior to the hearing, the Local Union and Local Management will give the arbitrator the name, position and address of their designated representatives to whom the arbitrator shall forward billings and decisions. It will be the arbitrator's responsibility to make sure that he/she has such information prior to the close of the hearing.

APPENDIX "E" DEPARTMENTS AND CLASSIFICATIONS

Key:

- * Bid Position subject to Bumping Rules as per Article 12.10(m) 3 (i) or Article 12.10 (m) 1 (Below a displacement line).
- ** Bid Position subject to Bumping Rules as per Article 12.10(m) 3 (ii) (Above displacement line.)
- *** One position is bumpable per full operating crew; all other positions are bid positions subject to Bumping Rules as per Article 12.10 (m) 3 (ii) (Above displacement line)

Leader Positions are two (2) job classes above the highest rate supervised.

CANADIAN STEEL DIVISION

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	Steel Helper	4 (Or the rate for position performing)

MELT SHOP:

<u>Lines of Progression</u>	<u>Classification</u>	<u>Job Class</u>
LMF	LMF Operator	25
	Assistant LMF Operator	16
	LMF Helper	8
EAF	EAF Operator	25
	Assistant EAF Operator	14
	EAF Helper	9
Cranes	Tap Crane Operator	18
	Charge Crane Operator	12
	Scrap Crane Operator	9
	Relief Crane Operator Trainee	8
Caster	Strand Operator	24
	Ladle Controller	18
	Caster Helper	12
	Run Out Operator	10
	Tundish Builder	8
Yard	Locomotive Operator	17
	Mobile Equipment Operator	15
	Switchman	10
	Lime Blower	7

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
Ladles	** Ladleman	16
Brick Crew	*** Brick Layer	14
	** Forklift Operator	9
	* Janitor	3

ROLLING MILL

<u>Lines of Progression</u>	<u>Classification</u>	<u>Job Class</u>
Cranes	Reheat Furnace Operator	21
	Slab Yard Crane Operator	12
	Mill Crane Operator	11
	Relief Crane Operator Trainee	8
Rolling Mill	Laminar Flow Operator	16
	Upcoiler Operator	13
	Crop Shear Operator	11
	Gauger	11
	Mill Line Helper	6

HEAVY PLATE

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	*** Plate Processor	13

ROLLSHOP

<u>Line of Progression</u>	<u>Classification</u>	<u>Job Class</u>
	Bearing Man	19
	Roll Grinder	17
	Roll Builder	9

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
*	Janitor – Rolling Mill	3
*	Janitor – Operations Building	3
*	Janitor – Motor Room	5

FINISHING

<u>Lines of Progression</u>	<u>Classification</u>	<u>Job Class</u>
Slitter Lines	Slitter Line Operator	16
	Set-up Man	14
	Assistant Operator	10
	Bander	9
	ID Bander and Recorder	5
Finishing Cranes	60 Ton Crane Operator	11
	25 Ton Crane Operator	8
	Relief Crane Operator Trainee	8

SHIPPING

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	** Shipping Coordinator	11
	* Loader / Recorder	10
	** Plate Shipping Crane Operator	8

QUALITY CONTROL

<u>Lines of Progression</u>	<u>Classification</u>	<u>Job Class</u>	<u>Classification</u>	<u>Job Class</u>
	Lead Analyst	17	Physical Tester	14
	Analyst	15		
	<u>Classification</u>	<u>Job Class</u>	<u>Classification</u>	<u>Job Class</u>
	Lab Relief Man	9		

MAINTENANCE

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	Machinist	23
	Mechanic (Heavy Duty)	23
	Millwright	23
	Welder	23
**	Stores Counterman	8
	Electrician	23
	Electronic Technician	25
	Instrument Man	23
*	Melt Shop Greaser	8
	Maintenance Operator/Technician	26

<u>Line of Progression</u>	<u>Classification</u>	<u>Job Class</u>
	Oil Systems Repairman	15
	Oiler/Greaser	11

CUT TO LENGTH LINE

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	*** CTLL Operator	14
	Maintenance Operator	25
	Maintenance Technician	25

**REGINA TUBULAR WORKS
SPIRAL MILLS**

<u>Line of Progression</u>	<u>Classification</u>	<u>Job Class</u>
Spiral Welding	Mill Operator	20
	Uncoiler Operator	11
Spiral Finishing	Inspector five	15
	(Qualification will include UT or RT Level 2 Successfully Complete Prerequisite Assessment)	
	Inspector four	15
	Inspector three	12
	(Qualification will include UT or RT Level 1 Successfully Complete Prerequisite Assessment)	
	Inspector two	10
	Inspector one	9
Pipe Jointing	DJ Welder	12
	DJ Helper	8
<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
**	Cross - Seam Welder	11
	Finishing Helper	8
**	Finishing Coordinator	15
**	Repair Welder	20
**	Crane Operator	11
**	Hydro / Beveller Operator	11

2" ERW Mill

<u>Line of Progression</u>	<u>Classification</u>	<u>Job Class</u>
2" ERW Finishing	Sonic Operator	14
	Final Inspector	10

<u>Line of Progression</u>	<u>Classification</u>	<u>Job Class</u>
2" ERW Welding	Mill Operator	18
	Assistant Mill Operator	9

24" ERW Mill

<u>Line of Progression</u>	<u>Classification</u>	<u>Job Class</u>
24" ERW Welding	Mill Operator	20
	Assistant Mill Operator	9
24" ERW Finishing	Leader	16
	Inspector	14
	Finishing Operator	10
	Finishing Helper	8

Quality Assurance

<u>Line of Progression</u>	<u>Classification</u>	<u>Job Class</u>
	Physical Tester	15
	Lab Machine Operator	9

** Lab Leader 16

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	Hydro Operator	8

YARD AND SHIPPING

Lines of Progression

<u>Classification</u>	<u>Job Class</u>	<u>Classification</u>	<u>Job Class</u>
Inspection Leader	13	Yard Machine Operator	11
Yard Inspector / Tallyman	9	Car Prep/Tie Down Operator	8
	Material Handler	4	

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	Yard Maintenance Operator	10

MAINTENANCE

<u>Bid Position</u>	<u>Classification</u>	<u>Job Class</u>
	Machinist	23
	Welder	23
	Millwright	23
	Electrician	23
	Electronic Technician	25
	Mill Technologist	25
	Maintenance Operator	23

APPENDIX "F"
MEMORANDUM OF AGREEMENT

1. RE: PENSION AGREEMENTS COVERING P & M EMPLOYEES IN LOCALS 5890 AND 6673

The Company shall have the unilateral right to name the actuary for the plan. The actuary shall have the responsibility to establish the fund position and set the parameters by which the funding levels and contribution rate will be set. The parties recognize that the Company will have complete responsibility for making the contributions and determining at what rate to contribute. The Company agrees to do this in accordance with the determination made by the appointed actuary in accordance with the requirements set by the Superintendent of Pensions for the applicable Province.

The Company shall have the right to take full advantage of the most favourable assumptions allowed to determine when and if to make contributions. The parties recognize that this will from time to time result in "contribution holidays". In addition every effort will be made to insure that the investment managers appointed to handle the fund will be directed to earn the highest return possible in the most aggressive manner.

The parties further recognize that the Company cannot unilaterally take monies out of the Trust Fund. The Trustees of the Plan will continue to be two (2) from the Company and two (2) from the Union. Any issue concerning investment into Evraz by the Pension trust will continue to be determined by the majority of the Trustees in accordance with the standards set by the applicable Provincial Superintendent of Pensions.

The Company hereby agrees that in the unlikely event that it files for bankruptcy during the term of this agreement, it will direct the actuary to determine the status of the pension trust fund prior to the actual filing for bankruptcy. In the event such determination reveals a surplus, it will be first used to insure that all those eligible under the plan receive a pension. In the event of a shortfall the Company will agree to make the fund current.

RE: PENSION BENEFITS FOR LOCALS 5890 and 6673 EFFECTIVE August 1, 2011

1. P & M Employees

The Company agrees to provide the following benefits:

- (a) The basic pension effective August 1, 2011 will be sixty three (\$63.00) dollars per month per year of service;
- (b) The supplementary pension will be thirty (\$30.00) dollars per month per year of service;
- (c) The plan shall provide for 60% survivor benefits;
- (d) The pre-retirement survivor benefits will be calculated so as to provide the surviving spouse with 60% of the pensionable amount of death benefits regardless of age;
- (e) The plan shall provide unreduced basic and supplemental pensions after thirty (30) years of service;
- (f) Employees may earn a maximum of 35 years of credited service;
- (g) The plan shall provide a minimum disability benefit of \$1,000 per month for all existing and future members.
- (h) Leave of absence for Local Union Business shall be credited to the employee for the purpose of credited service.

- (i) Any pensioner who retired from Evraz prior to August 1, 2011 and who immediately started drawing their monthly pension benefit will receive a \$1,000 bonus payable on the following dates:

January 1, 2012 - \$1,000 bonus
January 1, 2013 - \$1,000 bonus
January 1, 2014 - \$1,000 bonus

Surviving spouse of the eligible pensioner will receive a \$600 bonus on each of the above dates.

- (j) Effective August 1, 2012 the Basic Pension Benefit for Production and Maintenance employees will be increased to \$63.50 per year of service.
- (k) Effective August 1, 2013 the Basic Pension Benefit for Production and Maintenance employees will be increased to \$64.75 per year of service.
- (l) For any employee who has achieved at least ten (10) years of seniority as of December 31, 2010 and who has lost pensionable service, the Company will give such employee additional pension service in accordance with the following schedule for each year of additional pensionable service (or pro-rated for each portion thereof) they earn during the life of the agreement, up to a maximum of one (1) year for each year of employment less one (1).

<u>Lost Years</u>	<u>Pick Up Factor for Past Years</u>
2 - 4 years	0.5 for one year
5 - 10 years	1.0 for one year

The amount of lost pensionable service for an employee will be determined as of December 31, 2010.

2. RE: PENSION BENEFITS FOR O & T EMPLOYEES EFFECTIVE AUGUST 1, 2011:

- (a) The Office and Technical pension plan text will be amended to provide an addition to the normal retirement benefit calculation of \$18 per year of credited pensionable service plus a \$14 supplement to age 65.
- (b) The plan shall provide for 60% survivor benefits.
- (c) The pre-retirement survivor benefits will be calculated so as to provide the surviving spouse with 60% of the pensionable amount of death benefits regardless of age.
- (d) Any pensioner who retired from EVRAZ prior to August 1, 2011 and who immediately started drawing their monthly pension benefit will receive a \$1,000 bonus payable on the following dates:
- January 1, 2012 - \$1,000 bonus
January 1, 2013 - \$1,000 bonus
January 1, 2014 - \$1,000 bonus

Surviving spouse of the eligible pensioner will receive a \$600 bonus on each of the above dates.

- (e) Effective January 1, 2009, the O & T pension plan text will be amended such that the member will contribute a total of 1.5% of earnings.

- (f) For any employee who has lost pensionable service, the Company will give such employee additional pension service in accordance with the following schedule for each year of additional pensionable service (or pro-rated for each portion thereof) they earn during the life of the agreement, up to a maximum of one (1) year for each year of employment less one (1).

<u>Lost Years</u>	<u>Pick Up Factor for Past Years</u>
2 - 4 years	0.5 for one year
5 - 10 years	1.0 for one year

The amount of lost pensionable service for an employee will be determined as of December 31, 2010.

APPENDIX "G"

Discrimination and Harassment Complaint and Investigation Procedure

The Company and the Union in keeping with the provisions of Article 1.01 will promote a work environment that is free from harassment and discrimination where all employees are treated with respect and dignity. The current policies referred to in Article 1.01 are available from the Human Resources Department, local plant management and the local office of the United Steelworkers.

It is the responsibility of all persons employed by Evraz to comply fully with the Harassment Policies. Any employee who wishes clarification of a policy or is seeking to have informal discussion is encouraged to approach their immediate Supervisor, the Human Resources Department or a member of the Local Union's Anti-Harassment Committee.

It is the responsibility of every Supervisor to respond immediately to any complaint or inquiry regarding allegations of harassment or discrimination so as to ensure that the work environment is free from all forms of harassment and discrimination.

The Human Resources Department with the assistance of the Local Union Anti-Harassment Committee will ensure that the Harassment Policies are distributed and explained to all existing and new employees as well as contractors and suppliers.

All employees are reminded that:

Supervisory action exercised appropriately and in good faith by persons in authority carrying out their duties and responsibilities on behalf of Evraz does not constitute harassment.

Protection against harassment extends to incidents occurring at or away from the workplace, during or outside working hours, provided the acts are committed within the course of the employment relationship.

Nothing in this Appendix prohibits an employee from filing a complaint under the applicable Human Rights legislation in the Province in which they are employed. However, an employee shall not be entitled to duplication of process. An employee making a complaint must choose to direct a complaint through either the applicable Human Rights Commission, or the process specified in this Appendix. In either event, a complaint of harassment or discrimination shall not form the basis of a grievance.

Complaint Procedure:

Employees filing a complaint alleging harassment or discrimination will follow the procedures set out below:

- 1) The employee will make their objection clearly known to the offender by indicating either verbally or in writing that they are offended by the behavior and that it must stop.
- 2) The employee will prepare and maintain a written record of the dates, approximate times, nature of the unwelcome behavior, and witnesses, if any.
- 3) An employee who wishes to pursue a concern arising from an alleged harassment or act of discrimination must submit a complaint in writing within thirty (30) days of the alleged occurrence. Such complaints may be made to the Local Union Anti-Harassment Coordinator, the immediate Supervisor, the Works Manager/Superintendent, or to the Human Resources Department. In every case the complaint must be forwarded immediately to the applicable Human Resources Director. All complaints will be immediately investigated by a joint investigation team. All complaints shall be treated in strict confidence by both the Union and the Company.
- 4) The Joint Investigation Team will consist of three members, a Local Union Anti-Harassment Coordinator (who shall not be a Shop Steward or an Executive Officer of the Local Union), a member of the local management team as designated by the Works Manager, and a Director of Human Resources. The investigators will be given a copy of the written complaint highlighting the parties involved and the allegations made.
- 5) All parties involved in the alleged incident shall be given written notice within seven (7) days from the date a written complaint has been referred to the Joint Investigation Team so that they are informed that an investigation is underway.
- 6) The Investigators will function as a team and will be treated as equal partners during the investigation procedure. Each will be free to ask questions and take notes. The investigators will encourage a frank dialogue between team members so as to ensure that a full disclosure of the facts is obtained and all questions and issues are fully canvassed.
- 7) An alleged offender shall be interviewed by the Joint Investigating Committee and shall be advised of the particulars of the complaint.
- 8) The Joint Investigation Team shall investigate the complaint at a time mutually agreed to, and shall submit a written report to the Director of Human Resources Canadian Operations within fifteen (15) days of the completion of the investigation, setting out an agreed statement of facts and findings. The Director of Human Resources Canadian Operations shall, within ten (10) days of receipt of the report, give such orders as may be necessary to resolve the issue.
- 9) Where a complaint is of such seriousness to be viewed as beyond abilities of the Anti-Harassment Coordinator or where a concern arises regarding bias or a conflict of interest is alleged, a USW Staff Representative may be appointed as the Union designate to the Joint Investigation Team if requested by the Union or the Company. In such a case the Director of Human Resources Canadian Operations will participate as a member of the investigation team.

- 10) In cases where harassment may result in the transfer of an employee, every effort will be made to relocate the harasser, except that the harassee may be transferred with his/her written consent.
- 11) If prior to the completion of the investigation employees are transferred to other shifts to address a perceived threat, it shall be done without a loss of earnings to the parties involved.
- 12) Where the Company and the Union are satisfied with the decision of the Director of Human Resources Canadian Operations, the procedure shall be at an end and not subject to further proceedings or the grievance procedure. Where either Party to the proceeding is not satisfied with the decision, the complaint will, within thirty (30) days, with a copy given to the Union, be put before a mutually agreed upon Adjudicator who specializes in cases of harassment or sexual harassment.
- 13) If allegations of harassment are unproven, all information concerning the complaint will be removed from the personnel files of all the employees involved.
- 14) The Adjudicator shall have the authority to:
 - (i) Dismiss the complaint;
 - (ii) Review and determine facts in dispute;
 - (iii) Review the appropriate level of discipline to be applied to the offender and, where the discipline is determined to be excessive, make an order to apply a lesser penalty; and
 - (iv) Make further recommendations as is necessary to provide a final and conclusive settlement of the complaint.
- 15) An employee determined to have violated the Harassment policies shall not be entitled to grieve disciplinary action taken by the Company that is consistent with the decision of the Adjudicator.
- 16) Where a complaint is found to be filed with vexatious or malicious intent the employee filing the complaint will be subject to discipline.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCALS 5890 & 6673**

RE: EMPLOYEE EMPOWERMENT

The Company and Locals 5890 and 6673 are committed to a successful operation, founded on principles of respect and tolerance between the Union and the Management of the Company. The parties recognize that the Company and the Union do not always have the same goals, however these different goals do not always conflict. Both the Company and the Union share common objectives relating to achieving the ongoing viability of Evraz and in turn providing greater employment security and improved working life for employees. The parties recognize that change is required in the management, union and involvement of employees in order to achieve these objectives. In this regard, the Company and the Union agree to begin a process of joint decision making dedicated to developing employee empowerment. For the purposes of this letter, employee empowerment is defined as workers having the authority and training to make decisions in workplace matters involving continuing improvements in productivity, unit cost reduction and quality, where:

- a) the role of supervisors will evolve to a role which emphasizes coaching and coordinating instead of directing;
- b) workers will acquire greater influence and responsibility over day-to-day operations;
- c) the skill content of jobs will be enhanced;
- d) workers will have the opportunity for flexibility to utilize their skills;
- e) employee empowerment will encompass the principles of environmental protection, safety and respect for the individual; and
- f) employee empowerment may evolve to include new job progression and rotation systems and establishment of work groups or self regulated work teams.

RE: LOCAL JOINT STEERING COMMITTEES

- 1) In order to achieve the objectives outlined above, the parties will immediately establish five Local Joint Steering Committees, each made up of two members from the Company and two members from the Union who work in the appropriate area, at the Regina Pipe, Regina Steel, Regina O & T, and Calgary Pipe facilities to jointly direct the development, implementation and maintenance of an employee empowerment process.
- 2) The duties of the Local Joint Steering Committees will include the following:
 - a) establish, by consensus, guidelines and training requirements specific to employee empowerment;

- b) select and approve, by consensus, training programs as well as all consultants, advisors, and instructors retained to assist the development and implementation of employee empowerment;
 - c) approve, by consensus, all proposals for the development of employee empowerment which require modification or clarification relative to the Collective Agreement;
 - d) to approve, by consensus, payment of lost time wages by the Company for Union members for meetings of the Local Joint Steering Committee; and
 - e) The Company is to provide for funding an Employee Empowerment Fund at \$30,000 per annum and the carry forward of any unused portion.
- 3) Questions concerning the combination, amalgamation, creation or elimination of jobs arising from employee empowerment and/or other major proposals will be thoroughly discussed at the appropriate Local Joint Steering Committee. If no agreement is reached on these questions then the parties will revert to their rights under the Collective Agreements.
- 4) This Agreement will provide for the carry forward of the \$10,620.50 unused balance in the Empowerment Fund. At the point in time that this money is expended to the level of \$30,000 the Company will contribute at the level of \$30,000 per annum.

**LETTER OF AGREEMENT
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: VESTED PENSION

In the event of a complete plant closure during any period where a pension "window" is in effect, an employee who is terminated and qualifies for a vested pension, shall have his vested benefit determined under the applicable window level in effect at the time of his termination. In the event of the permanent closure of a production line, an employee who is laid off and qualifies for a vested pension, who relinquishes recall rights as a result thereof, shall have his vested benefit determined under the applicable window level in effect at the time of his termination.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: BOOK ACCOUNT

The Company and the Union agree that for the term of this Collective Agreement, the Company will establish a Book Account of ten (10) cents per hour worked by all employees covered by the Agreement.

In the event of a plant closure the account will be jointly administered by the Company and the Union. The monies will be used to alleviate the adverse effect of such closure by working to provide relief through this account such as severance pay, re-training, relocation, etc.

Nothing in this Agreement, however, is to be interpreted to expand the liability of the Company beyond the limit of the amount in the account, except as provided for in Article 15.08.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: COST OF LIVING ALLOWANCE

1. During the periods August 1, 2011 to July 31, 2014, a C.O.L.A. of one (1) cent per hour for each .063 increase in the CPI (2002 = 100 Base) will be calculated quarterly and adjusted on a quarterly basis as follows:

October, 2011 compared to July, 2011

January, 2012 compared to October, 2011

April, 2012 compared to January, 2012

July, 2012 compared to April, 2012

October, 2012 compared to July, 2012

January, 2013 compared to October, 2012

April, 2013 compared to January, 2013

July, 2013 compared to April, 2013

October, 2013 compared to July, 2013

January, 2014 compared to October, 2013

April, 2014 compared to January, 2014

July, 2014 compared to April, 2014

2. Effective with the release of the October 2011 Cost of Living statistics, any increase in the Cost of Living Allowance (C.O.L.A) payable as calculated in paragraph 1 above will be added to any Cost of Living Allowance (C.O.L.A) paid in the previous quarter. Any such allowance will be paid for straight time hours worked only and will not be paid for overtime hours, premiums, or used as a basis for calculation of overtime.
3. Effective July 31, 2014 the total accumulated C.O.L.A. calculated and currently in effect after the adjustment of July, 2014 compared to April, 2014 shall be added to the Standard Hourly Wage Scale and shall thereafter be part of the base rate.

4. The continuance of the Cost of Living Allowance (C.O.L.A.) will be contingent upon the availability of the relevant monthly statistics Canada Consumer Price Index, and it is agreed that the Company shall use the conversion formula provided by Statistics Canada in the calculation of the 2002 basis as the index of August 1, 2011 (2002=100 base). No adjustment retrospective or otherwise shall be made due to any revision that may be made in the Index by Statistics Canada during the term of this agreement.
5. Any decrease in the Cost of Living Allowance (C.O.L.A.) calculated from comparisons of the Consumer Price Indices in any of the quarterly periods shall reduce the net accumulated Cost of Living Allowance (C.O.L.A.) payable under paragraph 1 above, effective at the time specified in paragraph 1.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: OFFICE AND TECHNICAL STEERING COMMITTEE

The Union and the Company agree that a separate committee be established for the Office & Technical Group to study shift schedules, seniority issues and overtime requirements and other issues in that area.

This Committee shall consist of three people appointed by the Company and three people appointed by the Union, one of which shall be a Shop Steward.

The Committee shall meet as required, but not less than once a quarter.

It is clearly understood that this letter shall not constitute an extension of bargaining and it is further understood that this Committee shall make non-binding recommendations.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: 5-2 FROZEN SHIFT SCHEDULE

It is recognized that the 5-2 frozen shift schedule is considered undesirable by the employees. In accordance with Article 8.03(a) of the Collective Bargaining Agreement, the Company will discuss it with the Union prior to its implementation.

Where the Company finds it necessary to implement a frozen 5-2 schedule, it will provide preference to the senior employees in the same job as to their days off. Such preference may only be exercised at the time of implementation of such schedule or when a permanent vacancy occurs within their job. This preference will not apply when granting such a preference would result in a loss on a given shift of manning capabilities in any position or line of progression. If the Company can demonstrate that granting this preference to any one individual would result in the loss of efficiency due to the lack of capable manpower, the request may be denied.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: COFFEE BREAKS

The most agreeable concept is for an employee not to wait for a specific time during a shift to obtain coffee, etc., but the employee can in most cases, utilize the nearest vending machine as often as he wishes as long as there is no interruption of operations as a result of his action. There will be certain times, tasks or locations where the above may not apply, in which case the Supervisor will schedule a break. In such cases, common sense shall prevail on both parties.

The availability of refreshments is not intended for groups of employees to utilize the foregoing "often as you wish" concept and also have the same groups voluntarily and simultaneously stop work at some predetermined time.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: NEW HIRES INTO STEEL OPERATIONS (EXCLUDING TRADES)

In Steel Operations, all new hires will be assigned to the position of Steel Helper at Job Class 4. If the employee is performing a job other than Steel Helper, they will be paid the rate of pay for the job they are performing. Should the employee(s) initially be placed in a department other than the Melt Shop, before they complete their probation period they will be trained in the Melt Shop.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: POLICIES, PRACTICES AND PROCEDURES

The Company and the Union are committed to a successful operation, founded on principles of respect, trust and tolerance between the Union and the management of the Company.

The Union recognizes the rights of management, under Article 3, and further recognizes that the bargaining unit members working at the Regina operations are required to work under Company policies, procedures and practices as a condition of their continued employment.

At the request of the Local Union, the Company agrees to provide the Union with a copy of any current policy, practice and procedure that an employee is expected to comply with as a condition of their employment.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: UNION LEAVE

Effective August 1, 2006 the Company will pay to the Local an amount equal to 1,040 hours at Job Class 19 annually, payment to be made during the first two weeks of January to be used for paid Union leave of absence in accordance with Article 13.04.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS OF AMERICA
LOCALS 5890**

RE: Tubular Division – Dead Shift Agreement

USW 5890 and Evraz Regina Tubular Management agree to address the dead shift manning issues in the following manner:

- 1. Management will provide a minimum of one-month notice to all Regina Tubular employees of their intention to work or not work the designated dead shift.*
- 2. Regina Tubular employees will provide at least 7 days advance notice of their intention NOT to work the dead shift.*

This agreement will not override or supersede any other provisions of the Collective Bargaining Agreement.

Both parties will continue to monitor this procedure. Either party may withdraw from this agreement and revert to the procedure contained in the current CBA by giving one month's advance notice to the other party.

The Company will provide a form to be used by the Regina Tubular employees when they give notice of their intention not to work the dead shift. This form will be filled out and signed by the employees. The employee's supervisor will also sign the form completed by the employee, thereby acknowledging that the employee will not be available on the dead shift.

**LETTER OF UNDERSTANDING
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

Re: PURCHASING DEPARTMENT

The parties hereto this Agreement recognize that the Purchasing Department is essential to the well being of Evraz Inc. NA and its employees. The Company will post one (1) Job Posting for the Buyer's position. This position and this time only will be posted as an Administrative Clerk – Purchasing with the qualifications of the present Administrative Clerk. The junior employee will be displaced and will exercise their rights under the Collective Agreement. All other employees currently in the Buyer position will be grandfathered in that position as of the signing of this Agreement.

All future positions will be filled by employees that possess the required qualifications that are stated in the Buyer position in the Collective Agreement.

This agreement will be in place for three years. This will allow employees the chance if they wish to obtain the necessary classes to be a buyer. After three years from the signing of the Collective Agreement, only employees who possess the required classes or have been grandfathered as per grandfathering (e) attached will be allowed to bump into this position.

**LETTER OF AGREEMENT
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCALS 5890 & 6673**

RE: Job Evaluation Pilot

The parties agree to pilot the following job evaluation process during the lifetime of the new collective bargaining agreement:

- 1. The parties agree to meet and develop a concise job evaluation form on which each party will describe their rationale for the job class proposed for the new job.*
- 2. In the event of a new or changed job, each party will complete a job evaluation form and submit a copy to the other party, the Union President or their designate or the Human Resources Director or their designate.*
- 3. The parties agree to meet within 10 business days after the exchange of proposals to discuss and agree on job class for the new job.*
- 4. In the event that the parties cannot agree on the job class, there will be a 30 day reconsideration period for both parties. The parties will meet again after 30 days to discuss and agree on the job class.*
- 5. If the parties cannot agree on a job class, they will jointly apply for an Expedited Arbitrator to make a binding non-precedent setting decision. A revised proposal from each party will be submitted to the Arbitrator. It is incumbent on both parties to explain their proposal to the Arbitrator.*
- 6. The Arbitrator must pick one of the two proposals. Compromise decisions will not be allowed.*
- 7. After twelve (12) months from date of ratification, either party from either site may terminate this agreement for that site with sixty (60) days written notice.*
- 8. The Company agrees to apply the provisions in Article 13.10 – Leave of Absence for Union C.W.S. Committee to apply for committee persons payment.*
- 9. This letter of agreement suspends Article 16 of the Collective Bargaining Agreement for the duration of this letter of agreement.*
- 10. In the event that a position is evaluated higher, employees in that position will receive back pay retroactive to the date of ratification for the twenty-two (22) positions identified in collective bargaining 2011.*

**LETTER OF AGREEMENT
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCALS 5890 & 6673**

RE: Commitment to Review Trades and Technologist Rates

It is in the interest of both parties that the Company pay competitive wages to attract and retain employees.

Upon ratification of a new Collective Bargaining Agreement (CBA), the Company agrees to do the following:

- 1. Upon ratification of the CBA, an increase of one dollar and seventy-five cents (\$1.75) per hour will go into effect for those job classifications listed in 8 below.*
- 2. Within 30 days of ratification, the Company and the Union will mutually select an independent compensation consultant to conduct a wage rate market survey in the defined Canadian geographic areas, within a 400 km radius of each city, Calgary and Regina, to determine current competitive market rate data. The cost of conducting the survey will be borne by the Company.*
- 3. The scope of this analysis will be focused on current straight time hourly rates and variable pay.*
- 4. The independent compensation consultant will provide to both parties average straight time hourly rates and variable pay comparisons for the specified classifications.*
- 5. The Company will use the provided total wage rate data to determine appropriate straight time hourly rates relative to the market average for the respective classifications as identified by the independent compensation consultant.*
- 6. Based on the independent compensation consultant's analysis of average market trades rates the Company will commit to raising base wages capped at 20% annually until the market average rate is achieved. These increases will include the negotiated annual general wage increase. The survey 1 adjustment will be retroactive to the date of ratification and shall be reduced by the increased provided for in 1 above.*
- 7. The survey scheduled will be as follows:*
 - a. Survey 1 - within 120 days of ratification*
 - b. Survey 2 - prior to August 1, 2013*
- 8. The independent compensation consultant will analyze market data for the following trade and technical classifications separately:*
 - a. Machinist*
 - b. Mechanic (Heavy Duty)*
 - c. Millwright*
 - d. Welder*

- e. *Electrician*
- f. *Electronic Technician (same as Electrical Engineering Technologist)*
- g. *Instrument Man*
- h. *Maintenance Operator/Technician**
- i. *CTLL Maintenance Operator/Technician **
- j. *Mill Technologist (same as Electrical Engineering Technologist)*
- k. *Mechanical Technologist*
- l. *Metallurgical Technologist and Senior Metallurgical Technologist*
- m. *Electrical Engineering Technologist*

** For market comparison, employees in this classification will receive the increase applicable to the trade certification/ticket they hold.*

9. *The Company agrees that if rates are raised for a classification (e.g. Journeyman Electrician), everyone working in that classification will be paid that same rate.*

10. *The Agreement will expire at the end of the term of the ratified collective bargaining agreement and will be subject to extension by mutual agreement.*

**LETTER OF AGREEMENT
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCALS 5890**

RE: *Apprenticeship Program – Regina*

FOREWORD

Evraz Inc. NA and the USW Local 5890 and Local 6673 recognize the need for continuous training to maintain the high levels of skill and competence demanded in the trades and to provide adequate numbers of skilled workers for our facilities. The Parties recognize the importance of re-implementing an Apprenticeship Program at Evraz, both for the benefit of the Company and for the members of the USW.

PURPOSE

The purpose of the Apprenticeship Program is to encourage careful selection of persons entering the trade, to assist with the anticipated demand for skilled tradesmen to meet the Company's future manpower needs.

APPRENTICESHIP ADVISORY COMMITTEE

A Committee will be formed comprised of two representatives selected by the Company and one member selected by each USW Local. The Committee shall meet as required to:

- establish minimum standards of training and experience*
- develop a basic schedule of training for each trade*
- address all apprentice complaints dealing with the Apprentice program*
- review and make recommendations relative to any determination of credit in connection with an apprentice's previous experience*
- keep in touch with all parties concerned - apprentices, Company, journeyman and appropriate agencies*

The initial meeting of this Committee will be in Regina with all Committee members present. All subsequent meetings will be handled via conference call.

The Parties agree that from time to time other participants may be invited to assist the Parties, but not as voting members of the Committee.

ELIGIBLE TRADES

The trades eligible for apprenticeship bids are those Journeyman trades as identified in either the Calgary or Regina Collective Agreements.

ELIGIBILITY TO BID ON APPRENTICESHIPS

Employees must pre-qualify by successfully completing the appropriate aptitude testing. This includes but is not limited to pre-trade training, trade-specific testing, and previous work experience. To be eligible to bid on an apprenticeship position, the employee must have a grade 12 diploma or equivalent and meet the requirements set out by the Provincial Apprenticeship Branch for the specific trade. Employees will only be allowed to participate in one company-sponsored apprenticeship. Those wishing

to bid on a posting must complete a job posting application, following the normal bidding process within their Division.

APPRENTICESHIP SELECTION COMMITTEE

The Apprenticeship Selection Committee in each facility will be comprised of:

- Local Union President or Designate
- Works Manager or Designate
- Maintenance General Foremen
- Two Trades Employees Appointed by the Union
- One HR Department Representative

HOW ARE APPRENTICES SELECTED

All applicants are required to take the Federal Government General Aptitude Test Battery (GATB).

Applications are reviewed by the Apprenticeship Selection Committee whose decision will be based on:

- 40 Points Maximum For Seniority – The most senior applicant gets the maximum number of points. Other applicants get a pro-rated number of points.
- 25 Points Maximum For Work Related Experience (includes experience gained at Evraz as well as experience gained working elsewhere) – The applicant with the most related work experience gets the maximum number of points. All other applicants get a pro-rated number of points.
- 20 Points Maximum For GATB Results – Applicants who pass the GATB will get 20 points. Applicants who are unsuccessful in passing the GATB will not be awarded the bid.
- 15 Points Maximum For Observed Ability and Potential – Things taken into consideration include the applicant's ability to work with others, ability to follow instructions, dependability, attendance, etc. As this is a subjective rating, all raters will be asked to give their reasons to the other members of the Selection Committee before any of them give their personal rating on this category.

After discussing the merits of each applicant, each rater will be asked to complete their own rating on each of the four rating categories. The average of the six raters on each of the four rating categories will be used. Apprenticeship bids will be filled by the qualified applicant with the greatest combined score on the above four criteria.

Seniority	Experience	GATB Results	Ability/Potential
0-40 Points = The senior applicant gets the maximum number of points. The other applicants get a pro-rated number or points.	0-25 Points – The applicant with the most related work experience gets the maximum number of points. The other applicants get a pro-rated number of points.	0-20 Points – Applicants who pass the GATB will get 20 points. Applicants who are unsuccessful in passing the GATB will not be awarded the bid.	0-15 points – The applicant deemed to have the best ability/potential would get the maximum number of points and the other applicants would get a pro-rated number of points.
40 points	25 points	20 points	15 points

Note: If the members of the Apprenticeship Selection Committee unanimously agree to place millwright or electrical apprentices into Maintenance Operator positions as part of their apprenticeship program training, the Parties agree they have the flexibility to do so.

JOB POSTINGS AND LINES OF PROGRESSION

For the purpose of the Apprenticeship Program, the Parties agree that Article 12.08(a) in the Regina CBA (page 44) and Article 12.06(a) of the Calgary CBA (page 41) shall, for the duration of the current CBA's, include: "(vi) Apprenticeship Bids" as an exception.

CONTINUITY OF EMPLOYMENT

The Company intends and expects to give the Apprentice continuous employment. However, the Company reserves the right to layoff Apprentices whenever conditions of business make it necessary. If an Apprentice is cut back or laid off because of lack of work, an opportunity will be given for recall to the Apprenticeship Program before any other person is employed as an Apprentice in that trade.

In the event of a cut back or layoff, the Apprenticeship Selection Committee will review how to complete existing apprenticeships, even if in the other Division, before posting new apprenticeship bids in the same trade.

LAYOFFS

- *Journeyman will not be allowed to displace any Apprentices scheduled for any reason except for layoff. Also, Apprentices will not be allowed to displace any other Apprentice as scheduled for any reason. Apprentices will be laid off prior to any Journeyman layoffs in the same trade.*
- *The Employer will ensure that each employee who is accepted into the Apprenticeship Program and who is unaffected in the above bullet will receive the required work hours as an Apprentice to complete each year of the Apprenticeship Program.*

OVERTIME

Apprentices will be allowed to work overtime, for which they are qualified to work, but will not be utilized to displace Evraz Journeymen for overtime.

HOW DOES AN APPRENTICE PROGRESS

Having successfully bid on a job posting, the employee enters the Apprenticeship Program as a first year Apprentice, Job Class 8. Upon receipt of marks indicating successful completion of first year studies, the Apprentice will be moved to a Job Class 10. Similarly, upon completion of second year studies, the Apprentice will be awarded Job Class 12. Successful completion of third year results in Job Class 14. After six months at Job Class 14, the Apprentice is moved to Job Class 16. After the Apprentice passes all of their exams and is deemed a qualified Tradesperson, they will be awarded the current Job Class for the trade, as per the CBA and will be deemed a Tradesperson (Extra to Workforce) until an opening exists for a tradesperson at which point seniority determines the promotion.

At each stage of the process the Apprentice will be given a regular evaluation of their progress by their supervisor, with the input of the Tradesperson they are working under. A copy of each of these regular evaluations will be sent to the members of the Apprenticeship Advisory Committee. [Note: We will develop an evaluation form specific to apprenticeships.]

Note: A successful bidder on an Apprentice position who qualifies to begin the program at a level higher than the first level, may advance through the program quicker and be placed at the appropriate job class above based on which level of training they just completed.

HOW IS THIS TRAINING FINANCED

While attending trades school, the Apprentice will continue to be paid their regular hourly rate of pay plus COLA, exclusive of any overtime pay. The Apprentice will be paid as though they are working five eight-hour day shifts, Monday to Friday.

- If an Apprentice fails at any level, they will be given one opportunity only to re-qualify. This is a maximum of one failure per Apprentice, not one failure per level of the Program.*
- If in the assessment of the Apprenticeship Branch the Apprentice is no longer eligible to participate in the Program, they will be removed from the Program and given the right to bump into any position they may be qualified to bump using their seniority.*
- In the event that an employee does not successfully complete their ninety (90) day trial period as an apprentice, they shall return to their previous job without interruption of department seniority. If an employee requests another trial period and the Selection Committee agrees that they shall have another trial period and the employee does not successfully complete the second trial period, they shall then forfeit their right to their previously held job. If Management requests a further trial period and the employee is unsuccessful in this trial period, then the employee shall return to their previous job without interruption of the department seniority.*

ACCOMMODATION

The Company will pay the Apprentice two days pay to find suitable accommodation for training to be held in a city other than their regular place of employment. This will include reimbursement for mileage and hotel accommodations for 2 days. There is no pay for travel time or reimbursement for meals. Apprentices are encouraged to contact the Human Resources Department at least one calendar month prior to the commencement of the school term, should they encounter difficulty in obtaining satisfactory accommodation.

OTHER COSTS

The Company will reimburse the Apprentice for the cost of the Apprentice application fee at the time it is paid. The Company will reimburse the Apprentice for the cost of the books required to complete the Program, upon successful completion of each level.

COST OF TOOLS

The Company will pay for the cost of tools; however the tools remain the property of the Company and must be returned to the Company on the employee's last day of work.

THE APPRENTICESHIP AGREEMENT

Once the employee has been accepted as an Apprentice by the Apprenticeship Selection Committee they will be required to complete an Apprenticeship Agreement. The Apprenticeship Agreement states the length of the apprenticeship term, allowing for any appropriate trade training or experience acquired. It sets forth minimum wages of the Apprentice. The Apprenticeship Agreement is completed by the Apprentice upon notification from the Human Resources Department.

TRAINING

Apprenticeship training is offered at SAIT in Calgary or SIAST in Saskatchewan. Other institutions may be used depending on class restrictions and availability. Providing there is no excessive or unnecessary delay, training will be provided at the location nearest to the employee's home. All such requests shall be subject to review by the Apprenticeship Selection Committee. The training under the Apprenticeship Program is designed to meet the general standards demanded of tradesmen in Alberta/Saskatchewan and where applicable for the Interprovincial standard.

Individual apprenticeship training will take place in the Division of the bid unless it is advantageous to both the Company and the apprentice to have some of the training take place in the other Division.

ONE-YEAR REVIEW

One year after implementing this program, the parties agree to meet, along with the 6 members of the Apprenticeship Advisory Committee to review recommendations to improve the Program.

Apprenticeship Program - Points System

Seniority (Maximum of 40 points available)

- The scoring system for seniority will be based on the following formula, with the senior applicant being awarded 40 points and all other candidates a pro-rated number of points.

Formula: Junior Applicant X 40 Point / Senior Applicant = Points

Related Work Experience (Maximum of 25 points available)

- This graph is used to determine the number of points obtained. Linear scale is set up to pro rate the individual based on the related work to that trade. Any individual that has prior apprenticeship experience will be credited work experience points as follows:
 - 1 year experience = 5 points
 - 2 years experience = 10 points
 - 3 years experience = 15 points
 - 4 years experience = 20 points
- All other relative experience will be evaluated on a case by case basis.

GATB (20 points available)

- Applicants who pass the GATB will get 20 points. Applicants who are unsuccessful in passing the GATB will not be awarded the bid.

Ability and Potential (Maximum of 15 points available)

- The applicant deemed to have the best ability/potential (ability to work with others, ability to follow instructions, dependability, attendance, etc.) would get the maximum number of points and the other applicants would get a pro-rated number of points.

**MEMORANDUM OF AGREEMENT
BETWEEN
EVRAZ INC. NA
AND
UNITED STEELWORKERS
LOCAL 5890**

RE: AMENDMENT TO EXISTING COLLECTIVE BARGAINING AGREEMENT AS PERTAINING TO THE 24" MILL

1. Preamble

The parties to this Agreement recognize that the 24" Mill is essential to the well being of Evraz and its employees. This is not a Start-Up Agreement, but will serve as an Amendment to the existing Collective Bargaining Agreement, as pertaining to Article 18.01. As such, all Sections in this Memorandum shall override and take precedence over any other language in the existing Collective Bargaining Agreement. In addition, the Parties recognize and mutually acknowledge the creation of a new Department in Regina, namely the 24" Mill, and as such this Department shall have its own separate seniority list, job descriptions, lines of progression, and work rules, etc. governing the operation of this new Department. As such, the parties agree to recommend to their respective principals for ratification the following Agreement.

2. Selection of Manpower

Selection will be based on the requirements and the qualifications as established by the Company. The Company shall have the final right of selection, subject to the Union's right to grieve. Bidding shall be plant wide including all production and maintenance employees in the Pipe Division and shall apply to both current and future vacancies. Preference shall be given to the most senior, qualified employee bidding on the position.

The following are the initial qualifications established by the Company and accepted by the Union:

1. Grade 12 or equivalent
2. Proficient communications skills
3. Successful completion of a GATB examination

3. Team Structure

Permanent job descriptions will be prepared and permanent rates established in accordance with the C.W.S provisions of the Collective Agreement.

The team positions will be Mill Operator and Assistant Mill Operator. Management will choose a team leader from one of these positions however recommendations will be considered from the team members as part of this selection process. The Mill Operator will train in and perform such

functions as Coil Entry, Forming/Welding, Sizing Cut-off, NDT (Sonics), Straightener, related finishing operations, and all maintenance as required.

The Assistant Mill Operator will train in and perform such functions as Inside Trim Removal, Salvage, Crane Operator, Flat Press Test, Material Handler, related finishing operations, and maintenance tasks as described for the Mill Operator.

On each operating team or shift there shall be a minimum of one qualified millwright and one qualified electrician who hold the position of Mill Operator or Assistant Mill Operator. A line of Progression shall be established consisting of the Mill Operator and Assistant Mill Operator. Movement within the Line of Progression of Mill Operator-Assistant Mill Operator, both up and down, shall be on the basis of Job Seniority. The Assistant Mill Operator will be expected to train and move up as a Mill Operator. The new Mill Operators will come from the trained Assistant Mill Operator's team. The most Job senior Assistant Mill Operator shall be provided the first opportunity. The Mill Operator and Assistant Mill Operator positions shall be above the bump line and shall not be subject to waivers.

One (1) Assistant Mill Operator position per operating crew will be subject to bumping after fifteen (15) days of layoff. The Company will review the impact of bumping thirty (30) days after the first bumping has occurred. If there has been an adverse impact (i.e. employee unable to perform) the Company will take appropriate action in accordance with Article 12.01. The action taken by the Company regarding the impact of bumping into the mill may be referred to the grievance procedure and expedited arbitration by the Union.

In the event of a reduction in the workforce, layoffs and regressions shall be first done by taking the least senior in job seniority of the Mill Operator(s) and reducing them to Assistant Mill Operator(s) and then placing the least senior in plant seniority Assistant Mill Operator(s) on layoff.

When new team members are required, the position of Assistant Mill Operator will be bid. The above two positions shall only be bumpable by employees from the Pipe Division if such employee has previously been fully qualified in either of the two positions and can still perform that job efficiently with a brief familiarization period.

During the initial selection it is understood that qualified millwrights and electricians shall retain job class 23 regardless of job assignment. Successful applicants to the 24" Mill who are not an electrician or millwright and who have a classification greater than the entry rate shall be red-circled at the rate until they reach a level greater than the red-circled rate. All entrants to the department following the initial selection shall enter at the entry rate or the trades rate if the posting is for a millwright or electrician. In addition, during the initial training phase, senior employees shall be afforded the opportunity to progress monetarily ahead of junior employees.

During training and after team members have completed all the training in the various job functions a rotation schedule will be developed. Management and the team members will ensure that team rotation is done in such a manner as to maintain skill levels. The intent is for rotation to be fair and equitable to all members of the team.

Upon cut-back or lay-off, within the 24" Mill, the employee may utilize his bumping rights within the Pipe Division.

24" Finish Line Operating Structure Revised April 8, 1997

- 1) Inspector - Job Class 14
 - Sonic Operator
 - E.M.I. Operator
 - O.D. Inspector
 - I.D. Inspector
 - Preliminary Inspector
- 2) Finishing Operators - Job Class 10
 - Hydrotester Operators
 - Beveller Operators
- 3) Finishing Helpers - Job Class 8
 - Scaleman
 - Rework
 - Material Handler

The Finishing Helper is the entry to the position to the line of progression. This position is below the displacement line and subject to bumping on the basis of plant seniority.

The Finishing Operator position is subject to bumping after fifteen (15) days of layoff. The Company will review the impact of bumping thirty (30) days after the first bumping has occurred. If there has been an adverse impact (i.e. employee unable to perform) the Company will take appropriate action in accordance with Article 12.01. The action taken by the Company regarding the impact of bumping into the mill may be referred to the grievance procedure and expedited arbitration by the Union.

The Inspector position is not subject to bumping. Bumping may be allowed into a normally non-bumpable position in extenuating circumstances and subject to approval by the Company and the Union.

Employees wishing to bid into the 24" Finish line who do not have a Grade 12 or equivalent standing will be permitted to bid. If they are successful, such employees will obtain a Grade 12 or equivalency within one year. Assistance will be provided through the WEST program or in other suitable ways. Job seniority for these three positions will be determined by the job posting process. The initial placement in the positions will be by plant seniority and subject to qualifications.

Operating crews will chose a leader, subject to the approval by the Company.

Employees holding Inspector or Finishing Operator positions will make a commitment to work in the area for one year after the commencement of training.

Employees will maintain the rate of their present position as long as their rate does not exceed the maximum rate for the position an employee is being trained on. Employees whose present rate is between the first training rate and the rate for a fully qualified operator will maintain their rate for the appropriate period. The following training rates will be established.

Inspector:	Starting rate	JC 10
	After 520 hours	JC 12
	After 2nd 520 hours	JC 14
Finishing Operators:	Starting rate	JC 8
	After 520 hours	JC 10
Finishing Helper:	All jobs in this position	JC 8

(Training Rates will be advanced regardless of whether rotation through all areas is complete)

Electrician/Millwright Training, Requirements and Rotation

- One Millwright and one Electrician will be placed on each crew according to job seniority. Tradesmen will be paid Job Class 23.
- Tradesmen will rotate into the Finishing Line operations as Operator/Mechs from other areas in the Regina Pipe Division, and be trained in the functions within the block into which they fall.
- Placement within the various job blocks will be as per the individual tradesmen's plant seniority.
- The training and placement will be for a maximum of four months. Subsequent period of rotation may be offered.
- Selection will start with the most senior tradesmen being offered the temporary assignment. If a tradesman wishes to waive the assignment, it is understood that the tradesman also waives the right to bump into the 24" Finishing line at a future date on those jobs which are classed as unbumpable. A tradesman can bump one of the bumpable positions, including positions held by others in the same trade working in a bumpable position.

SCHEDULE OF JOB FUNCTIONS TRAINING INCREMENTS AND PAY RATES

Assistant Operator Positions

Entry Rate Unless Red Circled JC 6	Increment	J.C. When Training Completed
Material Handler / Gag Straightener (160 hrs.)	+1	7
Trim Removal / Salvage - Cutoff / Flatpress (160 hrs.)	+1	8
Crane Operation (480 hrs.)	+1	9

Fully qualified rate — JC 9

Mill Operator Position

Coil Entry / Uncoiler / Leveller / Scrap Chopping (520 hrs.)	+2	12
Cooling Sections / Sizing / Straightening / Cutoff (520 hrs.)	+2	14
NDT (520 hrs.)	+2	16
Forming / Welding (1040 hrs.)	+4	20

Fully qualified rate — JC 20

Trade Qualification Rate	21
Second Trade Qualification Rate	23
Third Trade Qualification Rate	25

Note: You may enter into the mill at a higher rate than the entry rate if your rate is higher than the entry rate and will be “red circled”. This is for initial job posting only.

Amendment to the 24” Mill Memorandum of Agreement

24” Mill Supplemental Job Posting Procedure

In the interests of allowing senior employees the possibility of placement in the 24” Mill while ensuring the operational integrity and continuity of the Plant during times of layoff, the 24” Weld Line Supplemental Bid List and the 24” Mill Finishing Line Supplemental Bid List are established. Bumping into the 24” Mill is not permitted. Instead, senior employees holding a Supplemental Job Posting will be placed in the Mill following the processes set out below.

Supplemental Bidding Process

In order to qualify for placement an employee must successfully bid on one of the supplemental bid lists as described below. If an employee holds a supplemental bid in the 24” Mill, their current bid position will be maintained indefinitely or until such time as they choose to give up their current bid. An employee can only hold one supplemental bid position.

The supplemental bidding process provides senior employees two options subject to the stated qualifications:

1. 24” Weld Line Supplemental Bid List: The prerequisites for a successful bid into the position will be based upon plant seniority and Grade 12 or equivalent. Original bid to a maximum of six (6) positions.
2. 24” Finishing Line Supplemental Bid List: The prerequisites for a successful bid into the position will be based upon plant seniority and Grade 12 or equivalent. Original bid to a maximum of fifteen (15) positions.

Note: Assistance is available for those who need to obtain an equivalent to a grade twelve (12).

Previous experience at the 24" Mill will be recognized when an employee successfully bids on a supplemental job posting. If an employee later successfully bids on a permanent position in the 24" Mill, work experience accumulated during the period of their supplemental bid will be recognized. If an employee gives up their supplemental bid position, they may still be placed in the 24" Mill up to a maximum of sixty (60) days based on operational needs and until such time that a replacement employee can be trained for that position. An employee wishing to give up his supplemental bid must do so in writing, submitted to Management and a copy will be supplied to the Union.

Supplemental Bid Lists:

The 24" Mill Supplemental Bid Lists will operate as follows:

Two lists of persons holding supplemental bids shall be maintained. A maximum number of employees holding supplemental bids will be placed in the 24" Mill as noted below:

Weld Line: 2 positions per operating shift (example: 4 positions/2 shifts)

Finishing Line: 3 positions per operating shift (example: 12 positions/4 shifts)

1. **Employee Training**
An employee will be required to train in their 24" Mill supplemental bid position as operational needs allow. During training periods, an employee will be required to rotate between various jobs and job functions.
2. **Placement**
 - a. For the purposes of maintaining operational continuity and skill levels, employees holding a supplemental bid may be placed into the appropriate 24" Mill lines of progression for periods of up to 90 days. While working in the 24" Mill in a supplemental position, employees have no bumping rights to any other positions within the Regina Pipe Works unless they are subsequently displaced from the 24" Mill.
 - b. Employees will be placed into the appropriate 24" Mill line of progression in the event of layoff or displacement, for training purposes, for vacation relief, or to meet operational requirements. If an employee holding a supplemental bid has more plant seniority than a regular bid employee holding a position at the 24" Mill, and the supplemental bid holder is displaced from his normal bid position, he will be placed in the Mill within ten (10) days of displacement. If an employee holding a supplemental bid has more plant seniority than a regular bid employee holding a position at the 24" Mill, and is subject to layoff, he will be placed in the Mill prior to a layoff taking effect. Placements will be limited by the maximum number of persons per operating shift permitted as noted above.
 - c. Placement in the 24" Mill during periods of displacement or layoff will be determined by plant seniority. Employees on a supplemental bid list with the most plant seniority, who are displaced or laid off, will be the first to be placed in the 24" Mill. Seniority will determine job placement within the line of progression.

3. Rates of Pay:
 - a. Rate retention will be applicable as per the current collective agreement.
 - b. Rates of pay for employees holding a supplemental bid and working at the 24" Mill will be determined as per training increments and pay rates in the 24" Mill Agreement.
4. Other:
 - All references to bumping where they occur in the 24" Mill Agreement [pages 165 to 173](#) are hereby suspended for the duration of the trial.
 - 24" Mill Supplemental Postings will be implemented on a trial basis over the first two years of the new collective agreement.
 - Any concerns regarding implementation and the operational aspects of this procedure will be referred to the 24" Mill Joint Sub-committee.
 - Joint Sub-committee will meet bi monthly; or as required, to discuss issues related to this process.

It was agreed upon in Collective Bargaining between Evraz and the United Steelworkers of America Local 5890 to meet with a subcommittee of the local union to discuss implementation of the Company's 24" Mill Supplementary Bid proposal. It is understood that the supplemental bidding process will be subject to a twenty-four (24) month trial period following which the parties may modify or continue the supplementary bidding process or revert back to the terms and conditions of the current 24" Mill Agreement. The above amendments to the 24" Mill Memorandum of Agreement were agreed to in Regina, Saskatchewan.