

To: EVRAZ Regina Steel Employees
From: Brad Forster, Vice President Operations
Date: July 19, 2019
Re: Temporary Opportunities in Regina Tubular

Due to the changes in operational demands. Management and the Union have agreed that due to these special circumstances and for this event only, permanent employees on lay off with recall rights as defined in Article 12.04 from the Steel division can request a temporary transfer to Tubular.

Employees who request a temporary transfer will be subject to the following:

- Employees will receive a safety orientation and job specific training.
- Employee will receive the rate of pay of the position they are performing; these employees are not entitled to rate retention as outlined in Article 12.03
- Preference for overtime opportunities will first be given to Tubular production employees.
- All employees who are granted a temporary transfer will be subject to a thirty (30) calendar day trial period. During this trial period, the Company shall have the right to return the employee to their former division and position if the employee is deemed unable to meet the requirements of the job, which may result in layoff in accordance with Article 12.
- Employees who elect to take the layoff will be subject to recall in accordance with the collective agreement for the Steel division only. They will not be able to request to temporarily transfer to Tubular past July 26, 2019.
- Employees who are transferred shall be subject to recall in Steel, and they shall return to Steel upon recall.
- Seniority and/or service shall only apply to benefits, pensions, vacation, and severance entitlements under Article 11, 12.06(e), 15, and 17. Seniority will not be retained for the purpose of lay-offs, except as required for notification under Article. 12.12.

If you are interested in this temporary opportunity in Tubular, you must send a formal request to Human Resources (hrcanada.support@evrazna.com) indicating that they are requesting a temporary transfer by **July 26, 2019 at 12:00 PM.**