

TEMPORARY LETTER OF UNDERSTANDING

BETWEEN

EVRAZ INC. NA

AND

UNITED STEELWORKERS

LOCAL 5890

Re: SPECIAL MEASURES –SOCIAL DISTANCING and STAGGERED SHIFTS

The Union and the Company agree that the health and safety of all EVRAZ' employees is a number one priority. And that during this time of a global Pandemic special measures must take place for the safety of all employees. In this context, both parties recognize that social distancing is an important measure preventing the spread of COVID-19.

This Temporary Letter of Understanding facilitates social distancing in the company's change rooms by staggering shifts and start times.

Therefore the Company and the Union agree that Article 8.05 Definition of a Shift is suspended and replaced on a temporary basis as follows:

Day Shift - Shift starting on or after 5:00AM but before 10:00AM

Afternoon Shift – Shift starting on or after 10AM but before 6:00PM

Night Shift- Shift starting on or after 5:00PM but before 5:00AM”

The company and the union agree that Article 15.02 Shift Premiums will be suspended and replaced temporarily by adding the following language:

“The Company will pay 12 hrs. of shift premium of seventy (70) cents per hour to each and every employee who works twelve (12) hour shift as follows:

between 5:00PM and 5:00AM, OR:

between 5:30PM and 5:30AM, OR;


between 6:00PM and 6AM. OR;

between 6:30PM and 6:30AM, OR:

between 7:00PM and 7:00AM “

It is understood that either party may give the other 7 days written notice of its desire to terminate this letter of understanding. It is also understood that once these special measures due to the existing pandemic have ended both parties will return to the original language in the CBA.


In WITNESS WHEREOFF the Parties have executed this Agreement on the dates stated below:



Mike Day, President-USW Local 5890

March 31 / 2020

Date



Brad Forster, Vice-President, Operations EVRAZ INC.

March 31, 2020

Date