

**TEMPORARY LETTER OF UNDERSTANDING**

**BETWEEN EVRAZ INC.CA**

**AND**

**UNITED STEELWORKERS**

**LOCAL 5890**

**Re: SPECIAL MEASURES – Sanitizers Working for Tubular Division**

The Union and the Company agree that the health and safety of all EVRAZ's employees is a number one priority and that during this time of a global COVID 19 pandemic special measures must be taken for the safety of all EVRAZ's employees. To this effect both parties recognize that daily and frequent sanitization of all frequently touched surfaces may go a long way in preventing the spread of COVID 19 amongst employees. Since Sanitizers are not referenced in our collective agreement, this Letter of Understanding defines the basic terms and condition of employment for these newly created temporary positions:

- 1) Initially, there will be three full-time positions of Sanitizers working B4 rotation which in total will provide 17 hours of coverage during 7 days per week. Sanitizers will be compensated at Job Class 3;
- 2) These three Sanitizer positions are designated light duty positions that could be used, where appropriate, for accommodation of disabled employees;
- 3) In the event of a major operational reduction in hours of work, the employer reserves the right to reduce the number of Sanitizers and adjust their hours of work accordingly, and will discuss with the union as far in advance as possible;
- 4) The Nature of these positions is temporary and is used as an extra measure during COVID - 19 pandemic.

It is the understanding that either party may give other party 14 days written notice of its desire to terminate this letter of understanding.

In Witness the parties have executed this Agreement on the dates stated below:

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Mike Day, President USW Local 5890



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Date

December 2, 2020

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Brad Forster, Vice-President, Operations, EVRAZ

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Date