

Letters of Agreement

Between

Algoma Steel Inc

and

The United Steelworkers on Behalf of itself and its

Local 2724

Updated March 2023

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Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Categorization of Human Resources Positions

The parties agree that a need exists to structure the Human Resources department in a manner that will:

1. Ensure that the work normally performed by the members of Local 2724 remains within the jurisdiction of the Local and does not get eroded over time; and,
2. Maintain a sufficient level of flexibility within the department to allow for individuals (both Union and Exempt) to hold any position within the department for either development or operational reasons.
3. Maintain a sufficient number of Local Union 2724 Bargaining Unit employees within the department to cover the number of Local 2724 bargaining unit positions that are being scheduled.

To achieve the foregoing, the following items are agreed-to between the parties:

- a) If any of the following employees vacates the department on a permanent basis, s/he will be replaced by an employee who will hold membership in Local 2724:

Anna Lisa Stokes
Peter McNichol
Natalia Evoy
Tracy Pettenuzzo
Laura McPherson
Toni Adams
Keri Digula

- b) In concert with the above-listed group of employees, the following occupations (varying from Level I through IV) represent the duties and functions that fall under the jurisdiction of Local 2724 (copies of the Role Specification are attached hereto):

Family Group

Human Resources Representative – Employment
Human Resources Representative – Pension
Human Resources Representative – Benefits
Human Resources Representative – HRIS
Human Resources Representative – Training Coordinator

Other

Claims Management Specialist
WSIB / Safety Clerk
Administrative Support (except one Exempt Administrative Support)

- c) The position occupied by Colleen MacDonald has been eliminated as it is redundant and therefore when she leaves the employ of the Company, she will not be replaced. If Ms. MacDonald's current assignment ceases, she will first be offered to displace a Group Health Centre employee for which she is qualified to replace, and if no such position exists, she will revert into a Local 2724 position for which she is qualified.
- d) The position occupied by Patti Wieczor is contained within the Safety and Security department however the part-time duties and functions performed by the incumbent for the Human Resources department will remain within the jurisdiction of Local 2724.
- e) The Company will ensure that a sufficient number of Local 2724 employees will be employed and working to cover the number of Local 2724 positions scheduled as detailed in Item (b) above and consistent with the positions detailed in the departmental Organization Chart as amended from time to time. Nothing contained within this Letter of Agreement will be constructed to represent that any position will remain and continue to be scheduled.



For the Company



For Local 2724



For the Company



For Local 2724

Oct 26, 2011
Resigned Without Amendments

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Guidelines for Hiring and Assignment of Co-Op Students

Assignment:

1. Students will be assigned to project or overload work and will not displace regular Local 2724 employees, **either working or laid off.**
2. Students will be hired for a definite term or task and will not acquire any seniority. As such they may be terminated at any time without the requirement for prior notice.

Pay:

1. Students will be paid monthly. They will not be eligible for ongoing COLA payments but will be eligible for general increases including COLA roll-ins. **Overtime will be paid as per the Collective Agreement.**
2. They will not be eligible for any vacation entitlement (i.e. time off) but will instead receive vacation pay at 4% of earnings upon termination.
3. Should there be a case of financial distress, a salary advance may be processed to Salary Payroll upon approval by the Department Head and the Manager – Human Resources.
4. Students will pay Union Dues to Local 2724.

Benefits Plan:

1. If they are not already covered by a benefits plan, students will be eligible for insurance, major medical and dental benefits as per the Local 2724 Extended Health Benefit Agreement.
2. Students will not be eligible for Short and Long Term Disability Benefits. Any sick time is to be reported on the salaried attendance report for which Salary Payroll will make the appropriate deductions from earnings.
3. Students will not become members of the Salaried Employees Pension Plan.

Safety Equipment:

If the Manager deems it necessary for the student to purchase safety footwear for the performance of his/her duties, the Company will reimburse for up to \$60 of the cost of this item. Upon receipt of proof of purchase the Manager will arrange for payment via a cheque requisition. The student is not to use the normal requisition form procedure setup for permanent employees.

Termination of Employment:

It is up to the department and the student to let Salary Payroll and Human Resources know if there is a change in the Student's termination date.

J. D'Angelo
For the Company

J. Kelly
For Local 2724

S. ...
For the Company

L. ...
For Local 2724

Oct 26, 2011
Resigned Without Amendments

Letter of Agreement
BETWEEN
ALGOMA STEEL INC.
(hereinafter referred to as the Company)
AND
THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Guidelines for Hiring and Assignment of CPA (Chartered Professional Accounting) Student program

Recruitment:

The Company has the exclusive ability to recruit into the CPA (Chartered Professional Accounting) Student program and make determinations on the employment status of a CPA Student during the (3 year) program. The Salaried Local Representatives may be invited to participate in the recruitment process. Preference will be given to CPA Student applications from Northern Ontario.

Assignment:

1. CPA Students will be assigned to appropriate work within the Finance, Accounting, Treasury, Cost and Internal Audit areas (the "Finance" department) in order to gain experience within multiple areas. The Company has the ability to move the CPA Students throughout the Finance department, at their discretion, but within the established requirements of the CPA program. They will not displace any regular Local 2724 employees, either working or laid off.
2. They will be hired for a definite term (the program is currently a 3 year program) and will not acquire any seniority. As such they may be terminated at any time without the requirement for prior notice. The date of hire and term will be shared with the Local Union when the CPA Student is hired.

Pay:

1. CPA Students will be paid monthly. They will be eligible for ongoing COLA payments and general increases including COLA roll-ins. Overtime will be paid as per the Collective Agreement.
2. They will be entitled to 2 weeks' vacation per year (prorated based on date of hire).
3. CPA Students will pay Union Dues to Local 2724.
4. CPA Students will qualify for any Profit-sharing payment as per the terms of the collective agreement.

5. Pay Grade is 805. It is agreed the fees/expenses associated with attaining the CPA will be paid by the company, and considered as part of total compensation.

Benefits Plan:

1. They will be eligible for extended health benefits as per the Local 2724 Extended Benefit Agreement.
2. CA Students will become members of the Defined Contribution Pension Plan. The Company will make the same contribution for the CA Students per hour as regular members.

Safety Equipment:

The Company will reimburse for up to \$100 of the cost of the purchase of safety footwear (effective date of hire). Upon receipt of proof of purchase the Manager will arrange for payment via a cheque requisition.

Transition to Next Assignment

At the completion of the (3 year program), should a CA Student apply for and be accepted to a salaried union-represented position, the CA Student will become part of the Salaried Local, in accordance with the terms and provisions of the Collective Agreement. Their Local 2724 seniority will be back-dated to their original date of hire.



For the Company



For the Company



Date



For the Union



For the Union

Letter of Agreement

Between

Algoma Steel Inc

And

USW Local 2724

Re: Guidelines for Hiring and Assignment of Graduate Engineer Trainees (GET)

Recruitment:

The Company has the exclusive ability to recruit into the GET program and make determinations on the employment status of a GET during the first year. The Salaried Local Representatives may be invited to participate in the recruitment process. Preference will be given to GET applications from Northern Ontario.

Assignment:

1. GET's will be assigned to appropriate work in order to gain experience through the Steelworks. The Company has the ability to move the GET's throughout the Steelworks in Sault Ste. Marie, at the Program Coordinator's discretion. They will not displace any regular Local 2724 employees, either working or laid off.
2. They will be hired for a definite term and will not acquire any seniority. As such they may be terminated at any time without the requirement for prior notice. The date of hire and term will be shared with the Local Union when the GET is hired.
3. If the GET is not successful on a job posting by the end of the 1st year the parties will meet to agree to whether the employee should be considered Exempt and forfeit any seniority accumulated over the duration of the GET program, or if an extension will be granted to become successful on a job posting.
4. In the event of a Company layoff the GET's will be laid off before any Member of LU2724 or moved to an Exempt position.

Pay

1. GET's will be paid monthly. They will be eligible for ongoing COLA payments and general increases including COLA roll-ins. Overtime will be paid as per the Collective Agreement.
2. They will be entitled to 2 weeks' vacation per year (prorated based on date of hire).
3. GET's will pay Union Dues to Local 2724.
4. GET's will qualify for any Profit-sharing payment as per the terms of the collective agreement.
5. The Company agrees to reimburse Local 2724 for past Union Dues, for the GET's prior to signing this agreement.

Benefits Plan:

1. They will be eligible for extended health benefits as per the Local 2724 Extended Benefit Agreement.

2. GET's will become members of the Defined Contribution Pension Plan. The Company will make the same contribution for the GET's per hour as regular members.

Safety Equipment:

The Company will reimburse for unto \$100 of the cost of the purchase of safety foot ware (effective date of hire). Upon receipt of proof of purchase the Manager will arrange for payment via a cheque requisition.

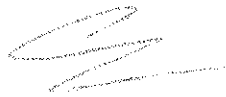
Transition to Next Assignment:

Should a GET apply for and be accepted to a salaried union-represented position, the GET will become part of the Salaried Local, in accordance with the terms and provisions of the Collective Agreement. Their Local 2724 seniority will be back-dated to their original date of hire.

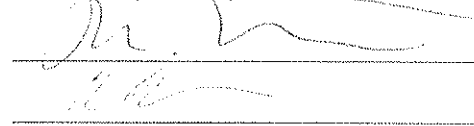
Original Dated: June 29, 2018

Date amended: November 4, 2022

For the Company



For the Union



Letter of Agreement

BETWEEN

ALGOMA STEEL INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Payment of Local 2724 Executive Members

The Company agrees to continue to pay the wages of officers of Local 2724 as identified below. Payment should be for lost time earnings only and should be at the rate they would be paid if they were working in the plant on their regular job.

- a) The President of Local 2724. The President will also be paid a top up as per the Local 2724 By-laws. The Local will reimburse Algoma Steel the top up amount on a monthly basis.
- b) Two other members of the executive as selected by the Local.
- c) Continue the practice of paying for another member ½ time to work on joint Union/Company activities such as UMC, and postings and ½ time on their own position without affecting their compensation.
- d) From time to time, through consultation and agreement between the Vice President of Human Resources and the President of Local 2724, the Local will have the ability to pull the stewards out of the work place for short sessions.

These employees will be paid as other employees and their time reported in a manner requested by the Superintendent, Employee Relations.

This agreement will continue for the length of the Contract.




For the Company



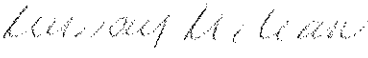
For the Company



Resigned With Amendments



For Local 2724



For Local 2724

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Compression

The Company agrees with the principle that the standard rate for a supervisory role should be compensated at a rate not less than 5% above the highest rate of the employee(s) he is directly accountable for supervising. The Company will, at the request of the Union, review each situation where there appears to be a discrepancy and adjust the standard rate to ensure the 5% gap is maintained. This will not apply in relation to relief FLS positions.



For the Company



For Local 2724



For the Company



For Local 2724

OUT 26, 2011
Resigned Without Amendments

Original Dated: August 1, 2007

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Board Representation

The United Steelworkers Director of District 6 has the right to appoint three directors to the Essar Steel Algoma Board of Directors. Two of the appointees may be made on the advice of Local 2251. One of the appointees will be determined through a selection process in Local 2724.

The Company will provide each Union appointed Director with written assurance that the Company will provide such legal and financial advice as may be reasonably required for him to carry out his duties as a Director.

The Company will provide liability insurance for the Union Directors that is the same as provided to non-union directors and is consistent with customary practice.

If after appointment to the Board, the individual(s) becomes unwilling or unable to serve, the Director of District 6 shall appoint a new individual to serve on the Board, in which case the above process shall be followed.



For the Company



For Local 2724



For the Company



For Local 2724



Resigned With Amendments

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: 5 Year Manpower Planning

It is agreed that the Union Executive will be involved in the annual review of the 5 year manpower planning process.




For the Company



For Local 2724



For the Company



For Local 2724

Oct 26, 2011
Resigned Without Amendments

Original Dated: August 1, 2007

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Protection Re: Sale of Assets (Local 2724)

The sale, transfer or lease of any operating asset will be dealt with as described herein, unless the Company and Union agree otherwise.


Should any facility be sold, leased or otherwise transferred, the existing salaried employees in these facilities may be given the option to fill positions required to operate the facility.

Employees who remain employed in these facilities will be entitled to exercise the seniority they had when they left the Local should they revert to Essar Steel Algoma Inc. in the event they are no longer required in the operation.

The sale or lease of any non-operating assets or facilities in Sault Ste. Marie, Ontario, where the lessee or purchaser will operate a steel-related business will, unless the United Steelworkers District 6 Director agrees otherwise, proceed only on the condition that the employer agrees to recognize the USW as the sole bargaining agent and enters into a collective agreement prior to the closing date of any agreement.



For the Company



For Local 2724



For the Company



For Local 2724

Oct 26, 2011
Resigned Without Amendments

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)

Re: Strategic Plan & Capital Investment in Value Added

As per the Memorandum of Agreement dated July 31, 2007, the parties agree to the following:

The Company and Union recognize that currently and into the future, Essar Steel Algoma Inc.'s economic viability and therefore the employee's job security is significantly increased by obtaining and maintaining a vibrant business enterprise through the investment in and development of value-added products that generate greater revenues and higher margins.

1. The Company and Union therefore agree that the Strategic Plan must be reviewed and updated to ensure that it is designed to secure long-term viability.
2. The implementation of the Strategic Plan, once adopted by the Board of Directors will be monitored by the Joint Steering Committee (JSC). The JSC shall develop specific plans to assist in the implementation of the Strategic Plan. The Company shall provide the Union members of the JSC will all of the reasonable resources required to carry out this unctioin.
3. The JSC shall have substantial input and involvement in the development of an Annual Plan prior to its presentation to the Board of Directors.

The Company will maintain its strong commitment to the Algoma site as evidenced by the re-starting of the No. 6 Blast Furnace and based upon the budgeted level of investment at Essar Steel Algoma Inc. through to July 31, 2010.



For the Company



For Local 2724



For the Company



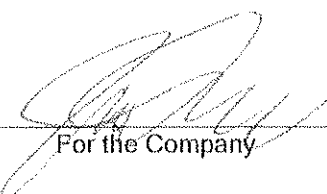
For Local 2724

Oct 26, 2011
Resigned Without Amendments

Letter of Agreement
BETWEEN
Algoma Steel Inc.
(Hereinafter referred to as the Company)
AND
United Steelworkers Local 2724
(Hereinafter referred to as the Union)

Re: Restructuring Costs to be paid by Company

This letter of agreement confirms that Essar Steel Algoma Inc. ("Algoma") and the Company will pay, prior to and as a condition of the ratification of a new collective bargaining agreement and the Company's investment in or acquisition of some or all of the property, assets and undertakings of Algoma, all costs incurred by the Union in respect of Algoma's CCAA proceedings, including, without limitation, all costs of the Union's legal, financial and actuarial advisory costs, wages of the Union's support staff, office expenses such as photocopiers, paper, photocopier surcharges, binders etc., all travel expenses, and all other expenses of the Union in respect of any court proceedings, the Sale and Investment Solicitation Process, and the Grievance Claims Procedure.


For the Company


For the Company


For Local 2724

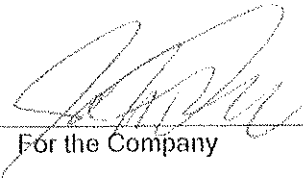

For Local 2724

Date: 21 Feb 2009

Letter of Agreement
BETWEEN
Algoma Steel Inc.
(Hereinafter referred to as the Company)
AND
United Steelworkers Local 2724
(Hereinafter referred to as the Union)

Re: Asset Integrity

Prior to the event of a legal labour disruption between the parties, the Local Union agrees to work with the Company to develop a list of positions needed and how they are filled for asset integrity. The number of positions will be kept to a minimum. If needed, the parties will agree to a mediator, acceptable to both parties in the process to issue a decision as to the numbers and positions that are to be staffed.



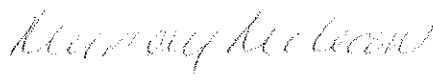
For the Company



For Local 2724



For the Company



For Local 2724

Date: 21 Feb 2019

Letter of Agreement

BETWEEN

ESSAR STEEL ALGOMA INC.

(hereinafter referred to as the Company)

AND

THE UNITED STEELWORKERS LOCAL 2724

(hereinafter referred to as the Union)

RE: Creation of a new position - Planner Scheduler

The position of Planner Scheduler has been created to replace the existing Hourly position of Primary Scheduler.

It is understood that L2251 has filed a grievance on this matter and that the grievance is still outstanding.

Notwithstanding, the parties agree to the following:


1. Hourly incumbents currently on the job listed below will be made an offer as a Planner Scheduler within the L2724 bargaining unit.
2. Any Hourly incumbents not accepting the offer will be displaced from the position and will exercise their rights per the L2251 collective agreement.
3. Salaried applicants to the position who passed the bar will be given a job offer (Adam Pettenuzzo, Justin Marandola).
4. Hourly incumbents who accept the offer will be assigned a L2724 bargaining unit seniority date of October 1, 2012.
5. The Planner Scheduler job will be assigned a temporary Salary Grade of OS9 - 909. As of the signing of this agreement, the standard rate is \$6,470.59 per month. It is agreed the job will be evaluated per the collective agreement, and will be reclassified as an Operating & Service Salary Scale.
6. It is understood that there are 8 hour shifts and 12 hour shifts, as follows:
 - a. Primary – 12 hour shifts, 7 days/week, Days/Nights
 - b. Finishing – 8 hour shifts, 7 days/week, Days
7. Shift preference will be done in accordance with 5.01.60 however, it is understood that senior employees may be assigned to an alternate shift for either training purposes or where coverage is not available. Where Hourly incumbents listed below have the same bargaining unit seniority date, their corporate seniority date will be used.
8. Shift and Sunday premiums will be administered per Article 15.05.10 Premiums.
9. Article 6 Statutory Holidays will be applied to this agreement.

10. Overtime will be distributed per the collective agreement Article 5.04.11, provided the employee has been trained and signed off for the job function.
11. Vacation Scheduling Groups: There will be two vacation scheduling groups, Primary and Finishing. This will be reviewed in the future as staffing levels/training stabilizes
12. The Hourly incumbents and their Hourly Bargaining Unit date:

92553	Paul Pringle	February 13, 1974
78213	Kenneth S Wilson	June 13, 1974
81937	David M Chouinard	February 13, 1978
82612	Robert J Brown	July 19, 1978
87413	Mark Lund	November 9, 1988
2150	Tim Zeppa	May 31, 2004
87903	Chris A Bumbaco	July 27, 2004
2561	Dan M Breen	April 28, 2006
2849	Steven Patrick Mantulak	January 15, 2007

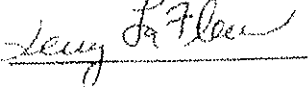
Agreed to on this, the 14th day of June, 2016.

For the company



John De Lorenzi

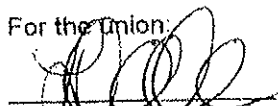
Jim Rennie



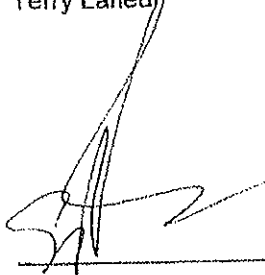
Peter Bennetto

Terry Lafleur

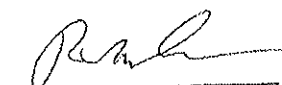
For the Union:



Lisa Dale



Steve Bernatchez



Rebecca McCracken

LETTER OF AGREEMENT

BETWEEN

ALGOMA STEEL INC.

AND

USW LOCAL 2724

RE: Transition to Electric Arc Furnace (EAF)

Introduction:

The Parties recognize that a large part of the success of the transformational journey to the EAF will be fueled by Algoma's people and that Algoma's employees play a key role in sustaining continued reliable operations. The Company and the Union have agreed to articulate the main approach, set out below, that will guide the Parties throughout Algoma's EAF transition and inform the parties' discussions both during contract negotiations as well as on an ongoing basis.

- Training to facilitate the transition to EAF and EAF-related positions as needed;
- Commitment to L2724 employees directly impacted by the transition to the EAF to increased training opportunities;
- Use of temporary employees to limit displacement or layoffs of current established L2724 employees.

Training & Reassignment

- i. The Company will consult with the Union with respect to additional training/education recommendations for employees that may be displaced for the purpose of reassignment.
- ii. The Company and the Union will investigate potential training opportunities through agencies such as CSTECC and Employment Insurance (Canada) to assist any displaced employees in upgrading their skills and qualifications where possible.
- iii. Should an employee apply for a leave of absence to attend an educational program that the Company deems beneficial to the Company, an unpaid leave of absence may be approved by the Company. Any employee on an approved leave of absence will continue to accrue seniority and have access to benefits under 3.08, 3.09 and 3.11 of the EHBA. All other benefits pursuant to the CBA will be suspended until they return to active duty.
- iv. In the event that an employee is laid off, the terms of the parties' Income Security Agreement will govern their entitlements.

EAF & Temporary Staffing

- v. The Parties recognize that the successful transition to EAF may require a temporary increase in staffing of the existing facilities in order to provide fully trained replacements for the release of personnel to the EAF.
- vi. For planning purposes, EAF positions will need to be posted well in advance of the need to fill the position. This will be required so that the necessary resources can be brought in and be sufficiently trained to facilitate the release of successful EAF applicants when the Company is ready to implement their training plans.

- vii. Article 7.06 (Job Posting) will not apply to the identified successful EAF applicants. Their release will be variable and dependent on the construction & completion time of the EAF build and when the training plan can be implemented.

Job Postings to facilitate the Release of EAF Applicants

- viii. All provisions of the CBA including Article 7.06 will govern the posting of the jobs that the EAF applicants will be vacating and that require replacement. However, it is understood that the posting of those jobs will not occur until such time that the Company determines a need.
- ix. The Parties LOA RE: Layoff & Reduction in Force, outlines that displaced employees will be, wherever possible, placed in a vacant position, subject to the terms of the CBA. To increase the number of positions available for employees displaced as a result of the transition to the EAF, the Parties agree to the use of term and task employees, Appendix "A". This will provide a greater number of positions that displaced employees can bump into in the future.
- x. All other vacancies are to be posted in accordance with the CBA. In the absence of a qualified L2724 applicant, the Company may recruit externally and fill the position with a temporary employee.

Retention & Retraining

- xi. The Parties recognize the need for the continued operation of the existing facilities during the transition to the EAF Steelmaking, including but not limited to, Cokemaking and Ironmaking. To that end should any L2724 Employee become the successful applicant of another position, and the Company is unable to find a suitable replacement, then the Company, Employee and a member from the L2724 Executive may meet to discuss.
- xii. Once the aforementioned meeting occurs and no options deemed acceptable to the Company are identified, then the Company may temporarily prevent the Employee from moving to the new position until such time as a replacement is found and sufficiently trained, the full transition to the EAF is complete or the Employee rescinds their application.
- xiii. The Parties will form an EAF Transition Committee comprised of 2 Company representatives and 2 L2724 representatives to discuss employee matters that may arise from time to time directly related to the EAF transition. The Committee will meet on a quarterly basis or as otherwise agreed by the Committee. Where the Committee is unable to come to consensus on a particular matter it will be referred to the Vice President People & Culture, or designate and the President of Local 2724, or designate to try and achieve a consensus on the matter.
- xiv. The vacant position that the Employee successfully applied for but could not be moved to for operational reasons may be filled with a temporary employee to ensure that the permanent L2724 employee is able to bump into that position at a future date. Wherever possible, a temporary employee will be used to facilitate their release. The status of temporary employees will be added as a standing agenda item for the monthly "Issues Meeting".
- xv. The Company will extend retraining periods to any L2724 directly impacted by the transition to the EAF, over and above what is provided for in Article 7.10. To that end, should an employee that is directly impacted by the transition to the EAF be displaced, they will not be laid off if there is a junior employee on a job that the employee meets the qualifications of (per Appendix "E") and is capable of doing the job within a 26 week training period.
- xvi. In the event that an employee who will be directly impacted by the transition to the EAF, is the successful applicant of a job posting to another department, and the Company is able to release the employee, they will do so within 26 weeks from the date of the acceptance of the new job.

The Parties agree that temporary employees may be used to backfill the vacated position in Cokemaking or Ironmaking.

- xvii. Any disputes as to the interpretation, implementation or application of this LOA shall be arbitrable using the procedural steps and timelines set out in the grievance and arbitration procedures of the collective agreement.

APPENDIX "A"

RE: Electric Arc Furnace (EAF Steelmaking) - Term & Task Transition

The parties agree that new temporary employees may be hired during the transition to the EAF Steelmaking, ("T&T Employees"). These T&T Employees will fall within the scope of the Collective Agreement except as provided herein.

The EAF Steelmaking transition will be deemed to be complete once Ironmaking and Cokemaking Operations have been permanently discontinued or a decision is made to continue Ironmaking Operations indefinitely.

The terms and conditions of the Collective Agreement shall apply to T&T Employees with the exception of the following:

1. Article 7.02 – Establishment
Any T&T Employee hired under this Letter of Agreement will not become established in the bargaining unit or on a job within the bargaining unit.
2. Article 7.07 – Job Posting
Any T&T Employee hired under this Letter of Agreement will not be eligible for internal job postings and will be assigned to tasks subject to the needs of the Company. However, if the Company identifies permanent vacancies throughout the duration of this LOA, T&T Employees hired under this agreement will have the right to apply for the job prior to posting for potential external applicants.

A T&T Employee who accepts a permanent job posting will not accrue bargaining unit seniority until the commencement of work in their permanent full time job.
3. Article 7.10 and 7.11 – Lay off and Recall
Any employee hired under this Letter of Agreement and subsequently terminated will not be considered laid off and will not have recall rights, as defined in the Collective Agreement. Employees will be entitled to legislated notice and/or severance under the Employment Standards Act as applicable.

The employment of employees hired under this Letter of Agreement will be terminated within 26 weeks following the full transition to the EAF Steelmaking with Cokemaking and Ironmaking permanently discontinued.

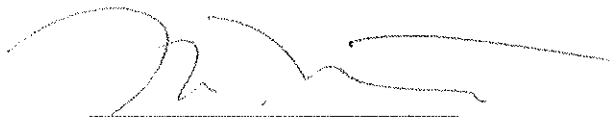
If the Company thereafter decides to renew the employment of any T&T Employee hired under this letter of agreement, then such employee will become immediately established in the bargaining unit on the date they are notified of the change in employment to permanent.

Employees hired under this Letter of Agreement will be advised of these terms in their Letter of Offer of Employment.



For the Company

Ramon Mendez



For the Union

Date: November 7, 2022

Letter of Agreement

BETWEEN

**ESSAR STEEL ALGOMA INC.
(hereinafter referred to as the Company)**

AND

**THE UNITED STEELWORKERS LOCAL 2724
(hereinafter referred to as the Union)**

Re: Payment of Legal Fees

The following policy concerning legal charges against any employee relating to the performance of employment duties will be maintained:

The Company is aware such charges can lead to significant legal fees and may result in the imposition of penalties against employees pursuant to the particular statutes in question.

Depending on the circumstances surrounding a particular case, where an employee is charged, Essar Steel Algoma Inc. will accept the responsibility of providing financial support.

1. Essar Steel Algoma Inc. expects its employees to be aware of their statutory duties and obligations.
2. Because of the purpose and nature of the legislation involved, Essar Steel Algoma Inc. is not able to provide an unqualified commitment to reimburse employees for any legal fees, fines, or damages imposed without regard to the circumstances surrounding any case, therefore, each case will be assessed on its own facts and its own merits.
3. Where Essar Steel Algoma Inc. is satisfied that charges were laid against an employee who, was acting within the scope of his employment and who has generally carried out his responsibilities in a diligent manner and, in the particular case, was acting neither recklessly or negligently, the employee can expect to receive the full support of the Company in dealing with any action against him including the reimbursement for all legal fees reasonably incurred in the defense of the employee and all fines or damages imposed by the courts.

Original Dated: Not dated

4. As to provide legal representation for the employee, Essar Steel Algoma Inc.'s legal counsel may also represent the interests of the employee where the circumstances are such that common legal representation is appropriate. When the respective interests of the Company and the employee would be better served by separate legal representation, the Company, if requested, will provide assistance to the employee in the selection of separate counsel.

5. Where an employee is charged, his Divisional Manager will collaborate with the Department Head of Human Resources and the General Counsel and Corporate Secretary of the Company to determine the degree of assistance to be provided by the Company.

Teresa DiAngelo
For the Company

Mailey
For Local 2724

Sh...
For the Company

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For Local 2724

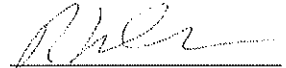
Oct 26, 2011
Resigned Without Amendments

Letter of Agreement
BETWEEN
ALGOMA STEEL INC.
(Hereinafter referred to as the Company)
AND
THE UNITED STEELWORKERS, LOCAL 2724
(Hereinafter referred to as the Union)

The Company and USW Local 2724 here by agree that all current Letters of Agreement referencing Essar Steel Algoma Inc. will be valid and in effect until the time new letters are signed with the current Company name of Algoma Steel Inc.



For the Company



For the Union

August 25, 2020

Dated

Letter of Agreement

Between

Algoma Steel Inc.

And

USW Local 2724

Re: Criteria for Ladder Progression


The Company commits to provide Local 2724 with updated criteria for progression for all ladders identified in Appendix C of the collective agreement by March 31, 2023.

The Company further commits on an ongoing basis to provide progression criteria for new ladders or new jobs added to ladders within 90 days of the implementation of the new or changed ladder.

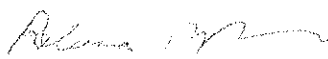
This Letter of Agreement will expire with the expiry of the 2022 Collective Agreement.

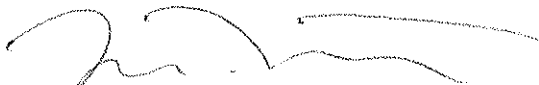
Date: November 7, 2022

For the Company



For the Union





Letter of Agreement
Between
Algoma Steel Inc.
And
USW Local 2724

Re: Index of Letters of Agreement

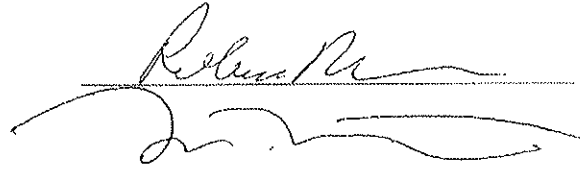
The parties commit to meet within 60 days of ratification, prior to the printing of the revised collective agreements in order to create an agreed to index of active Letters of Agreement between the parties.

Date: November 7, 2022

For the Company



For the Union



Algoma Steel and USW Local 2724

LETTER OF AGREEMENT
BETWEEN
ALGOMA STEEL INC.
AND
USW LOCAL 2724

RE: Retention of Cokemaking & Ironmaking Employees

Introduction:

The parties acknowledge that until the EAF is fully operational, coke and iron must be produced in order to make steel. Therefore, it is in both parties best interest to ensure a smooth transition from the current integrated process to the EAF process.

The parties acknowledge that employees may intend to post out of jobs being eliminated in an effort to secure long term employment and that a significant exodus from these jobs will result in an impact on our business.

Therefore, the parties have agreed to the creation of a voluntary retention program for coke and iron employees, or other employees as otherwise agreed between the Parties. The terms of the retention program are as follows:

1. Each of the Local 2724 members in the coke and iron departments will be approached to establish their intent to participate.
2. Each member will fill out the attached form (Appendix "A") and return to their Superintendent by no later than December 23rd, 2022 indicating their intent to participate in the retention program or not. At the Discretion of the General Manager, forms returned up to January 13th may be accepted.
3. The retention program will run for a period of four (4) calendar years commencing January 1st, 2023 until December 31st, 2026.
4. Employees enrolled in the retention program via their confirmation through Appendix "A" will, upon completion of one year of calendar work be eligible for a lump sum retention **bonus of 10% of their regular base salary**, less all applicable deductions, to be paid by no later than February 1st of the following calendar year. The Company will provide the Union with a list of all employees enrolled in the retention program and their respective worked hours.
5. The 10% lump sum payment may be prorated at the discretion of the General Manager for any absences (excluding vacation or "C" time) of five (5) days or more. The Union will be informed of any prorated hours at the time they are provided the list outlined in paragraph 4 above.

6. Employees electing to participate in the retention program will in exchange waive their job posting rights under Article 7.06. Employees in the retention program will not be eligible to apply for any job postings during the life of this agreement except as otherwise stated herein.
7. Furthermore, Employees who elect to partake in the retention program who previously were the successful applicant of a job posting, but have not been released yet, will be deemed to have immediately withdrawn their application of that job posting and will remain in their respective department/position. The only exception is that employees will be able to use 7.06 within their current respective home department.
8. New permanent 2724 members transferring into coke & iron will, at the time of commencements of employment in those jobs, will be provided the option to participate in the retention program. They will specify their interest in participating in the retention program by filling out Appendix "A". The first retention bonus will be prorated based on their commencement in the role and hours worked that calendar year.
9. Should an Employee elect to withdraw from their participation of the retention program they may do so by submitting a written request to the General Manager (Tom Katagis), or his designate, and the Local 2724 Executive. However, No employee who participates in the retention program is eligible to withdraw prior to July 1, 2023.
10. An Employee who elects to withdraw from the retention program will remain eligible for a pro-rated portion of the lump sum bonus up to the day of the written withdrawal.
11. Any employee that elects to withdraw from the program but then approaches the Company (Tom Katagis or his designate) wishing to recommence participation in the retention program will be eligible to join once again at the start of the next full calendar year.
12. Furthermore, an Employee who previously enrolled in the retention program that elects to withdraw, via writing, will remain ineligible to apply for job postings for a period of six (6) calendar months from the date of the written withdrawal from the retention program. Once the six (6) month waiting period has been served the restrictions under the job posting provisions, Article 7.06, will be relinquished.
13. This agreement is being made on a without prejudice or precedent basis to any other matter between the parties.
14. Any issue of application of this agreement with respect to the interpretation or administration of the program will be discussed between the parties in an effort to resolve the issue. If the Parties remain unable to resolve the issue they may submit the matter to arbitration to be heard by an agreed upon arbitrator.
15. This LOA will expire on January 1st, 2027 unless otherwise agreed by the Parties.

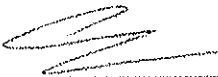
Algoma Steel and USW Local 2724

16. The Company may end this agreement prior to the aforementioned expiry date so long as they provide at least six (6) months' notice of any new calendar year. For clarity, should notice be given with less than six (6) months' notice then the retention program will remain for the entirety of the next calendar year, but will end at that time.

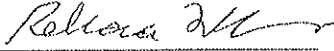
Dated: December 21st, 2022

For the Company

For the Union



(AJ Pettalia)



Rebecca M Cracken

