

May 7, 2021

Union Executive  
United Steelworkers of America Local 9548  
68 Dennis St.  
Sault Ste. Marie, Ontario  
P6A 2W9

RE: Hours of Work Limitation

Dear Union Executive:

As you are already aware, the Government of Ontario passed legislation changing the Employment Standards Act of 2000, which limits the number of hours that can be legally worked by all employees in Ontario to forty-eight (48) in a workweek.

At this time, the Company requests that we resume our previous agreement to allow employees to work up to sixty (60) hours per workweek.

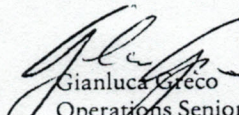
By signing this document the Union agrees to allow employees to work beyond forty eight (48) hours in a workweek but not more than sixty (60) hours in a workweek on a voluntary basis.

This agreement shall remain in effect until either the Company or the Union provide two (2) weeks' notice of its intent to withdraw. In the event of the layoff, the parties will discuss the necessity of maintaining this agreement, or which employee groups should be included.

The internal areas to be affected by this agreement are:

- Production (Hot Mill, Heat Treat, Finishing, Logistics, Tooling Services, Warehouse)
- Maintenance (Mechanical, Electrical, Water Treatment, Central Shops Etc.)
- Quality

Regards,

  
Gianluca Greco  
Operations Senior Director  
Tenaris Algoma Tubes





*[Faint handwritten text, possibly a signature or initials]*

Would you please confirm your acceptance of these terms and conditions by signing where indicated on page 2.

“We hereby accept the excess hours of work agreement and the terms herein before set forth.”

Union Executive

Cody Kuxner on behalf of Executive Cou

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May 7, 2021

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