

MONETARY

LETTER OF AGREEMENT
BETWEEN
EVRAZ TNC. NA
UNITED STEELWORKERS
LOCALS 5890 & 6673

Proposed language 13.14 Canadian Armed Forces Leave

Requests for leaves of absences of any length of time to serve in **the Canadian Armed Forces** will be granted.

If an employee's documented gross military pay is less than the employee's base pay from EVRAZ at the beginning of the leave EVRAZ will provide supplemental pay to make up the difference in pay for the duration of the leave. Supplemental pay will only consist of the regular straight time hourly rate and will only be paid for the duration of the approved military leave. The supplemental pay will be provided subject to the maximums described in the Compensation for Employers of Reservists grant application package. To qualify for supplemental pay, the employee will be required to provide supporting documentation.

Employees must provide HR with proof of the amount of military pay that they received to be eligible for supplemental pay. If the military pay changes, the employee must also advise HR of any changes to gross military pay that they receive during the period of military leave and the supplemental pay will be adjusted accordingly. The top up will not result in the employee's earnings exceeding one hundred percent (100%) of the employee's regular straight time earnings. Payments made under the plan will be subject to union dues, CPP and income tax deductions.

The employee shall continue to participate in EVRAZ's benefit plan and health spending account. Hours spent serving in the Canadian Armed Forces shall be considered as hours accrued for the current pension year.

For The Union

DATED

LOCATION:

USW LOCAL 5890 & 6673