

MEMORANDUM OF AGREEMENT

BETWEEN

IDEAL GEAR AND MACHINE WORKS INC.

AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER MANUFACTURING, ENERGY, ALLIED
INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION
(UNITED STEELWORKERS)

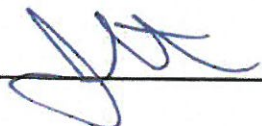
ON BEHALF OF LOCAL UNION 2009

Re: Extension of Collective Agreement

The Parties hereby agree to extend the current Collective Agreement (February 1, 2018 – January 31, 2020) for a period of one year until January 31, 2021 with no changes.

Signed this 5th day of June, 2020.

Ideal Gear and Machine Works Inc.



United Steelworkers,
On Behalf of Local 2009

