### MEMORANDUM OF AGREEMENT

#### BETWEEN

A.J. FORSYTH, A DIVISION OF RUSSEL METALS INC. (Delta, Prince George, Nanaimo, Kelowna)

#### AND

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

## ON BEHALF OF LOCAL UNION 2009

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