

INTERNAL CORRESPONDENCE

TO: Mechanical Division Superintendents/Supervisors  
FROM: The Personnel Action Review Committee (PARC)  
SUBJECT: Waiver of Premium Pay/Attendance Control Program  
DATE: September 16, 1987

The Union has agreed to permit the Waiver of Premium Pay for employees who will need to modify their work schedule to accommodate doctor's appointments and similar situations. In the situations where the employee has requested a shift schedule modification and the supervisor is able to accommodate the request, the employee will not be charged for an occurrence. All requests for shift modifications are subject to the supervisor's approval with a twenty-four (24) hour notice. Please refer any specific questions to your Human Resources Supervisor.

PARC/jkz

C:  
B. A. Fahy - 2-BE  
W. J. Jaksas - 98-2  
J. F. Marsen - 216-2S

# International Union

1285 E. MINNEHAHA AVE.  
ST. PAUL, MINNESOTA 55106



NICK KOVACH, PRESIDENT  
PHONE: 774-5943

LOCAL UNION 6-75

June 25, 1987

Jerry Ness  
Human Resource Supv.  
3M Company

RE: WAIVER OF PREMIUM PAY

Dear Jerry;

Recently yourself, Paul Haggerty and myself discussed the mechanical absence control program as it relates to doctor appointments, etc. at the end of an employee's shift. The case in point was an employee who normally works 8 to 4 and had a dentist appointment at 3:30 PM. This employee received the OK from his supervisor to come in at 7:00 AM, and work his 8 hours, and leave at 3:00 PM on the day of his appointment. It is hard to believe, but apparently said employee was charged an occurrence for leaving work early. If the Company is going to persist with this nonsense, the Union has no choice but to try to give its members some relief.

The waiving of any part of the collective bargaining agreement is repulsive to the Union. It is too easy to refer to waived sections of the contract for future problems and attempt the waiver solution as a remedy. With that thought in mind, the Union will allow individual members to waive the premium pay provisions of the contract if said members have worked out a daily schedule other than their regularly assigned shift. This will cover situations similar to the earlier example and only cases such as this. The exception will be allowed only on an individual basis and is not to be used as a blanket policy anywhere in the plant.

Not anticipating any problems, I remain,

Yours truly,

Nick Kovach  
President  
OCAW Local 6-75

NK/it