

LETTER OF UNDERSTANDING

Minnesota Mining and Manufacturing Company, St. Paul, Minnesota, hereinafter referred to as 3M, and Local Union 6-75, Oil, Chemical and Atomic Workers, International Union, hereinafter referred to as the UNION, agree to the following:

Millwright Mechanic

It is understood that the combining of the maintenance mechanic and millwright classifications will not take place until June 1, 1985. The maintenance crews will not change substantially, in numbers on each crew, because of this combination.

Maintenance mechanics who do not have all of the qualifications of a millwright, rigging, machinery moving, etc., will not be forced to perform duties unfamiliar to them until properly trained to do so.

The same understanding will apply to millwrights who have never performed portions of the work of a maintenance mechanic. It is recognized that training will have to be given to craft employees in order to make this combination workable.

After 9.05 a. 2. has been satisfied, machinists or other qualified signers will compete for these postings on the basis of plant seniority.

FOR THE COMPANY

FOR THE UNION

*Jim Joyce*  
*John Schaefer*  
*Jimmy*  
*J.W. Wain*  
*J.F. Bellizzi*  
*Jim Hawraban*  
*George E. Miller*  
*Ed McDonald*  
*Byron Nest*  
*Bruce A. Fahay*

*Marty McDonough*  
*J.K. Stoud*  
*Leslie W. Truitt*  
*Dick Mergens*  
*Corky Haller*  
*Nick Kovach*  
*Leon E. Gorman*  
*Arthur P. Pothoff*