

Overtime Agreement - Restricted Duty & Overtime

June 12, 1997

An employee on restricted duty*:

1. Will be asked to work overtime when the work is within their restrictions and they can perform the essential functions of the job with or without reasonable accommodation and overtime is otherwise available, seniority permitting.
2. When unable to perform the essential function of the overtime work, will be passed over for that overtime and will be charged for hours asked.
3. Will be asked to work overtime needed to complete work orders as "job continuity" when they have otherwise satisfactorily performed the essential functions of that job during their regular shift and the overtime is necessary to complete the job.
4. Must provide a medical statement for return to work with no restrictions to the 3M Medical Department and the employee's supervisor before they will be considered for overtime as a non-restricted employee.

Note: 3M management reserves the right to determine whether overtime work to be performed is within the employee's restrictions (e.g. employees on restricted duty may not be asked to work coverage overtime due to uncertainties of work conditions that may arise.)

- An employee is considered to be on "restricted duty" under the following circumstances:
 1. The employee has had an occupational or non-occupational injury or illness and the employee has presented a medical statement of restrictions from their physician to the employee's supervisor and the 3M Medical Department.
 2. The employee has returned to work and can perform the essential functions of their job with reasonable accommodations. An employee is not considered to be on "restricted duty" when they have limitations that do not impact their ability to perform the essential functions of their job (e.g. and employee who has a 75 lb. lifting restriction and their job does not require lifting over 50 lb.)

The Company and the Union agree to review this agreement in 6 months.

Union Representatives

Dale Shipp
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Company Representatives

Wendy S. Bromberg

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