

LOCAL 11-75

Agreement between PACE 7-75 and 3M Company

As long as the Company agrees to not charge occurrences for the first 80 hours of coded sick leave (including waiting periods) from April 1 to March 31 each year, the Union will agree to hold in abeyance all open attendance control grievances and will agree that this action satisfies the Union's interpretation of the 4/28/80 Grabb arbitration award. To be eligible for the 80-hour occurrence exclusion, an employee must not be on attendance corrective action as of April 1 of that year.

For the initial implementation of this agreement, all employees will start April 1, 1999 with no occurrences or charged hours absent. Employees in an attendance corrective action phase as of April 1, 1999 will remain in their corrective action phase until April 1, 2000 and be subject to the conditions of that phase, but they will be eligible for the 80-hour sick code occurrence exclusion for this initial implementation.

S. Long 4/29/99

Mark R Adams 4/29/99
s. long

