

As it relates to the determination of the 15 and 25 year hospitalization benefit, 3M and Local 11-75 agree the decision of eligibility for employees covered by the current collective bargaining agreement, shall be made by the Occupational Health Nurse. It is the responsibility of the employee to initiate the request for Sick Leave benefits to the nurse and the Occupational Health Nurse decision shall be communicated to the employee with a copy of the decision to the supervisor. This shall be effective 10/31/07.

For the company

Mike Safad  
John McMill  
Pat Pyll  
W. Bay

For the union

Steve Lora 8/5/08  
Ronald Loesch 8-5-08  
Keith Mason 8-5-08  
John Schwager 8-5-08