

Letter of Agreement

Between USW Local 11-75 and 3M Company
Dated April 7, 2011

2nd Shift Start Time on Friday

Agreement: The Union agrees to change the shift start time from 4:00 pm to 2:00 pm on Friday and waive the overtime premium from 2:00 pm to 4:00 pm for 2nd shift employees who have been asked and have accepted overtime starting at 7:00 am on Saturday.

For those 2nd shift employees asked and accepting overtime starting at 7:00 am on Saturday, the Friday 2nd shift will be from 2:00 pm to 10:00 pm and will be treated as their regularly scheduled shift. Daily overtime for this amended, Friday 2nd shift will be paid in accordance with the above waiver and per the Daily Overtime, Article 6.03, of the Agreement.

No grievance will be filed based on this agreement.

Union Representative Date

[Signature] 4/7/2011
[Signature] 4/7/2011

3M Company Representative Date

[Signature] 4/7/11
[Signature] 4/18/11

