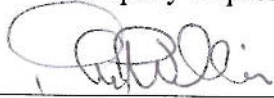


- This agreement resolves this matter and grievances 11386 and 11395.

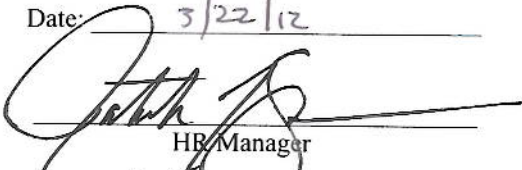
cc: Union
Human Resources
Plant Engineering Management

Company Representative:



Plant Engineering Manager

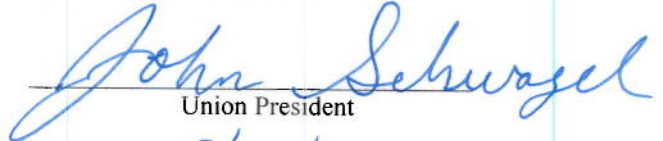
Date: 3/22/12



HR Manager

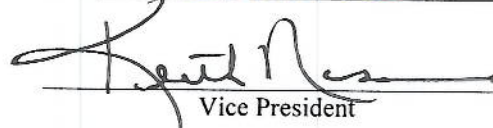
Date: 3/22/12

Union Representative:



Union President

Date: 3/22/12



Vice President

Date: 3/22/2012

Memorandum of Understanding

Date: 3/20/12

Subject: Grievance 11458 - Refrigeration and Air Condition (AC&R) Settlement

The Company and the Union both recognize the need to maximize productivity and operating efficiency. The issue at hand was whether the Company could use Insight software that was also being used by 3M AC&R employees in doing their work. The use of this software by management and the AC&R group has created confusion on what each group felt that they could do on a normal day to day basis. This agreement will add clarity to each groups overall responsibilities with regards to the building HVAC unit controls and the Insight Software. The Company and the Union simply want to clarify what is part of the contract. The Company has management rights to run the business and understands the jurisdiction rights of the AC&R employees. The Company and Union agree to settle this grievance as follows:

- The Refrigeration and Air Conditioning Mechanic job description will be amended as follows: Position summary will be amended to include "programming". Principal functions will be amended to include "Maintains control logic program design and modifications to building HVAC Unit controls as determined and directed by 3M."
- USW 11-75 acknowledges that management's successful and efficient operation of the business includes engineering and work necessary for 3M to: design, engineer, and review control logic for functionality, and test as related to design and development. Additionally, management will be responsible for the direction of the implementation of the equipment, systems and/or operations determined necessary to achieve successful and efficient operations so long as the activity does not violate the contract. Management will review the equipment and systems operations with the USW 11-75 AC&R personnel. Management will utilize the Insight or other software for the above reasons and will not make any changes in the building HVAC Unit Controls. The jurisdiction of building HVAC unit controls continues to be within the Refrigeration and Air Conditioning Mechanic Group.
- 3M and USW 11-75 agree that all work will be completed in compliance with the agreement, regulatory standards and/or specification and 3M specifications, procedures and standards.
- The Company agrees to distribute a total of 140 hours of straight time pay at the rate of the Refrigeration and Air Conditioning Mechanic, job grade 50 classification to those employees in the Refrigeration and Air Conditioning Mechanic group. The 140 hours will be divided by the number of Refrigeration and Air Conditioning Mechanic employees and paid out accordingly. This will be paid out as administratively feasible upon the signing of this agreement.
- This agreement is not an attempt by either party to change the respective rights outlined in 8.06C, but merely to add clarity and avoid future misunderstandings.