

LETTER OF AGREEMENT

WORK ARRANGEMENT FOR UNION OFFICERS

The Company and Union agree to the following as it pertains to the scheduling arrangements for the President and Financial Secretary-Treasurer of PACE Local 7-75:

- 1) The President will be granted excused time from his regular duties on Monday's and the third Thursday of each month for Union paid business. It is understood one or both days may be changed with at least one week's notice to the Company.
- 2) The Financial Secretary-Treasurer will be granted excused time from his regular duties on Thursday and Friday of each week for Union paid business. It is understood one or both days may be changed with at least one week's notice to the Company.
- 3) It is understood that the Company and the Union will cooperate in terms of accommodation and notice for occasional requests for additional time off at Union expense.
- 4) Service and pension credit granted as though the employees noted above were employed on a full time basis. All 3M benefits will be calculated as if these two (2) employees were at work forty (40) hours per week.
- 5) This arrangement will continue on an on-going basis unless circumstances require either party to request a modification in the schedules. When possible, the parties will provide thirty (30) days notice and agree to meet and discuss these changes on a cooperative and good faith basis.

For the Company

Mike Sanford 3/2/05
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WV Boyd 3/2/05
James A. Schaw 3/2/05
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For the Union

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John Joki
Rich North
Maurice Blomgren
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Peggy Zambrano
John [Signature]
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