

Memorandum of Understanding

Date: November 12, 2014

Subject: Steve Christopherson. Sleeping - "Making a Bed".

The company and the union have agreed to the following:

- Mr. Steve Christopherson will be suspended starting late afternoon on 11-11-14 through 11-13 and returned to work on 11-14-14. This time off work will be unpaid. The suspension in this matter will be non-precedent setting.
- The term "making a bed" is when an employee is discovered to be away from his work station or intended work assignment and or has been found in a place where the intention of hiding out to sleep is the intended outcome. In this case, Steve was in a room where work was assigned to be completed. However, Steve was found asleep, by 2 members of management, not doing any work, with the lights off and the room was completely dark.
- "Making a bed" is a terminable offense (Level 5) now and in the future at the Maplewood site.
- The discipline for Steve in this matter will be a (Level 3) violation which will be non-precedent setting.
- USW Local 11-75 and 3M will not use or refer to this agreement as a defense in any other grievance and/ or arbitration.
- This agreement settles this matter between the company and the union.

cc: Union
Human Resources

Company Representative:

Date:

Date:

Union Representative:

Date:

Date: