

**Letter of Agreement**  
**Between USW Local 11-75 and 3M Company**  
**Dated March 19, 2015**

**Agreement:** The Union and the Company agree to change the start time of the operations at the St. Paul Warehouse from 07:00 AM to 06:00 AM. This agreement is adjust the shift start times. No overtime will be paid to employees whose regular shift begins at 06:00 hours on Monday as described in section 6.06 of the contract.

Beginning March 1, 2015 the following shift assignments will be in effect at the St. Paul Warehouse:

Monday to Friday 06:00 to 14:00

Monday to Friday 07:00 to 15:00

Monday to Friday 10:00 to 18:00

Monday to Friday 13:00 to 21:00

This agreement may be cancelled by the company through notification in writing to the Union with thirty (30) day notice.

Union Representation:

*Keith Hara* 7/1/15  
*John Smith* 7/1/15  
*Jim Smith* 7-1-15  
*Bob Schuller* 7-1-15  
*Bob Schuller* 7-1-15  
*Jim Smith* 7-1-15

3M Company Representation:

*Thomas W. ...*  
*John ...* 7/1/15