

**Date:** October 28, 2016

**To:** USW Local 75

**From:** Patrick Somers  
HR Manager

**Re:** MOU – Ratio of HVAC / R Journeyman Refrigeration vs. non HVAC / R Journeyman Refrigeration

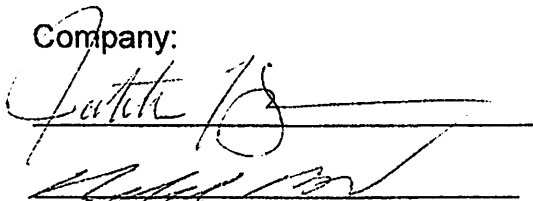
Agreement: The Company will maintain a ratio of 25% Journeyman Refrigeration of St. Paul or equivalent vs. non HVAC / R Journeyman Refrigeration of St. Paul or equivalent.

HVAC / R Mechanic's not currently holding the Journeyman Refrigeration License of St. Paul or equivalent will not be eligible for overtime work related to the Journeyman Refrigeration license at St. Paul locations only where the Journeyman Refrigeration license of St. Paul or equivalent are required by the city of St. Paul. Those HVAC/R Mechanics who do not possess a license and work in buildings located outside the city limits of St. Paul are not restricted to work OT and would follow the protocols established in the CBA for OT.

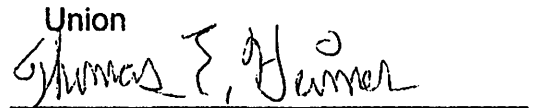
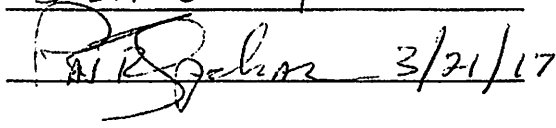
The company reserves the right to end this MOU when there is no longer a need to support St. Paul locations with these licenses.

No grievance will be filed by USW Local 11-75 regarding this MOU. This does not remove the rights of USW Local 11-75 to file a grievance if the union believes that the company has violated the agreement.

Company:

  
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Union

  
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3-21-2017  
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