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United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

*[Faint, illegible handwritten text]*



Tom Heimer  
President local 11-75


Thursday, December 8, 2016

To: Mike Lubinski Manager, Facilities Engineering  
From: Tom Heimer, United Steelworkers Local 11-75.  
Subject: MOU-8.07 Seniority

The new language for seniority will replace the sentences that have a line struck thru it. Replace the first sentence in each of the two paragraphs for Article 8.07 A and B. Nothing else in this article have been changed or modified.

- a. Plant seniority shall be determined from the employee's earliest date of continuous employment with 3M St. Paul Plant and Warehouse within the bargaining unit as defined in Article 2.  
~~Plant seniority shall be determined from the employee's earliest date of continuous employment with 3M.~~  
When plant seniority is equal.....
- b. Craft seniority shall be determined from the employee's earliest date of continuous employment in any craft positions with 3M St. Paul Plant and Warehouse within the bargaining unit as defined in Article 2.  
~~Craft seniority will be determined from an employee's earliest date of continuous employment in any 3M craft.~~ Craft Seniority lists .....

Company:

Mike A Lubinski 1/4/17  
 1/4/17

Union:

Thomas E. Heimer 1-4-2017