

Thomas Heimer

From: Katie Kruger
Sent: Friday, February 08, 2019 4:11 PM
To: Thomas Heimer
Cc: Michael Lubinski; Patrick Somers; Kay Yang
Subject: RE: Grievance 11987

Hi Tom,

The Company has reviewed Grievance 11987. It is always 3M's first priority to abide by the law and we believe we were upholding our legal obligations when we considered the state law of the employee's residence when applying the operating rules for voting. That being said, we recognize the difficulty in maintaining work rules for employees working in the same location but having different state laws regarding voting. Effective November 6, 2018 (Election Day) and moving forward, we will apply the same operating principles with regards to our voting policy for all USW PE employees located at 3M Center in Minnesota. At the time of an election, whatever the Minnesota voting statute is, will be what the Company follows for those employees working for 3M in Minnesota. According to our records, this would impact James Schwartz and Vicki Zimmerman who both received 1.5 hours of unpaid time off due to voting on November 6, 2018 because they lived in Wisconsin.

In the current statute, "Election" means a regularly scheduled state primary or general election. We are not extending the voting policy to any other voting processes not covered under the law. For example, the law does not require employers to pay employees to attend caucuses. Employees missing work time for caucusing purposes will not be covered. In addition, if there is voting in Wisconsin which does not pertain to voting in Minnesota, then we will not be paying for that time to vote.

This settles this matter in full. Kay will process the payment for both employees as soon as administratively feasible following the Union's withdrawal of the grievance.

Please let me know if you have any questions.

Kind regards,

Katie



Katie L. Kruger | Labor Relations Manager
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From: Katie Kruger
Sent: Tuesday, February 05, 2019 9:53 AM
To: Thomas Heimer <teheimer@mmm.com>
Cc: Michael Lubinski <malubinski@mmm.com>; Patrick Somers <pjsomers@mmm.com>
Subject: Grievance 11987

Hi Tom,

I just wanted to provide you with a quick status update to let you know we are continuing to review Grievance 11987. We will be getting back to you with another update by Friday (2/8).

Grievance 11987

On 11/6/2018 Jim voted for mid-term elections and did NOT get paid for time missed. Per Minnesota statutes 204C.04 allows employees to take time off for the time necessary to vote in a regularly scheduled election without a reduction in pay.

Thank you,

Katie



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