



3M St. Paul Plant Engineering  
3M Center, 216-3S-15 | Maplewood, MN 55144

Date: January 17, 2019

To: USW Local 11-75

From: Patrick Somers, HR Manager

Re: MOU – Central Electrical Crew Lead Electrician

Agreement:

The Company and union agree to create an electrical lead position. This position will be on a trial basis for a six-month period and selected per the Leadperson Selection Process section of article 9.10b (Selection of Leadpersons) and paid per contractual agreement. The employee will work Monday through Friday between the hours of 7:00 a.m. – 3:00 p.m. and start as soon as administratively feasible, beginning in February.

The trial basis electrical lead position will only be leading the newly created central electrical crew. A review will be held by the management team after the six-month trial period to determine whether the electrical lead position becomes either fulltime and follow the agreement between 3M and USW or the position will end. In the event that the position ends, then the incumbent in the trial basis lead electrician position will return to his previous classification of electrician. If it becomes a full-time position after 6 months, then the incumbent that was in the position for the trial basis will stay in the position and it will not be posted again. After this, if the company no longer needs the position, then it will follow the CBA regarding reductions in a job position or classification.

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. This agreement has no other changes to the CBA other than what has been mentioned above.

This agreement is non-precedent setting and effective upon the signed execution by both parties.

Company Representative:

Michael Lubinski, Manager, Facilities Engineering

Union Representative:

~~PAT SPEAR, COMMITTEE~~  
~~Brian Ecker, Business Representative~~

Kay Yang, HR Supervisor

Tom Heimer, President