

Memorandum of Agreement

Date: August 21, 2019

Subject: Shift Schedule Change for USW (Local 11-75) Employees at St. Paul Warehouse Consolidation Operation, Building 450

The United Steel Workers (USW) is requesting to remove a Current Shift Schedule in accordance with article 6.01a of the Collective Bargaining Agreement (CBA). The Current Shift Schedule is listed below:

Current Shift Schedule: (40 hours/5 days per week)

- Employees will work Monday through Friday between the hours of 1:00 p.m. to 9:00 p.m.
- Schedule is comprised of five (5) workdays of eight (8) hours per workday resulting in 40 hours per workweek

No overtime will be paid to employees whose regular shift begins at 06:00 a.m. per MOU dated 3/19/2015.

Beginning **September 3, 2019**, only the following 3 shift assignments will remain 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

Employees who are currently working the 1pm – 9pm shift will poll and transition to the three current shifts remaining. 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.

The parties have met and agreed to the removal of the 1:00 p.m. – 9 p.m. shift schedule. In addition, the following is Agreed and Understood by both parties.

- This agreement only applies to the USW Warehouse employees assigned to 3M St. Paul Warehouse.
- There have been no changes or modifications to the USW CBA.
- There are no changes to existing break schedules.
- All new and/or employee transfers to 3M Warehouse in St. Paul must work the schedule agreed to by the parties. No employee may opt out.
- The Shift Schedule Change may be cancelled by the Company in writing with a 60-day notice. Following the 60-day notice, employees will revert to the Previous Shift Schedules unless an alternate shift schedule is newly agreed to by both parties.
- This agreement is non-precedent setting.
- This agreement is effective upon the signed execution by both parties.
- The Shift Schedule change will go into effect as soon as administratively feasible.

Company Representative:

Joe Blumgren - Plant Mgr.
ENTER NAME AND TITLE

Company Representative:

Betsy Anderson HR Mgr
ENTER NAME AND TITLE 8-29-19

Union Representative:

Thomas J. Heimer - President
ENTER NAME AND TITLE

Union Representative:

Robert J. Schueler Trustee
ENTER NAME AND TITLE

Union Representative:

ENTER NAME AND TITLE

Dated Signed by Both Parties: 8/27/19