

Grievance Settlement

Date: March 15, 2021

Subject: Grievance 12031: Combined Vacation/Sick Back to Back

Both parties agree that in order to resolve the grievance noted above, 3M Maplewood/St. Paul Employees represented by USW 11-75 will be able to:

- Combine sick and vacation in a back to back single day situation. This includes the use of up to one hour of sick time with vacation to be used back to back.
 - Example: Employee is scheduled to start work at 7am. Employee has a doctor's appointment in the morning and arrives to work at 8:15am. In this situation, the employee could use sick time for the entire 75 minutes, or s/he could use one-hour vacation time and 15 minutes sick time.

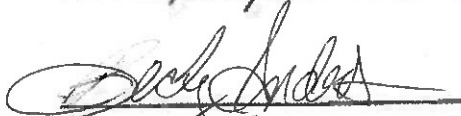
Grievance 12031 will be withdrawn/considered settled based on this agreement and the Union will not pursue arbitration in this matter.

cc: Union
Human Resources

Company Representative:

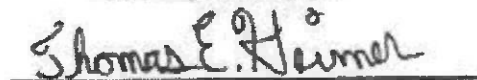


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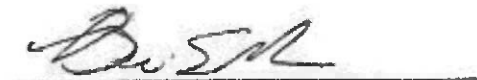


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