

3M St. Paul, Minnesota and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union AFL-CIO on behalf of its

Local Union 11-75

Memorandum of Understanding
Consolidation Operation Hours

Date: 03/16/2022

Reason: Change hours of operation for the Consolidation Operation located in Building 450 at the St. Paul Warehouse from 6:00am – 6:00pm to 6:00am – 3:00pm.

Agreement:

The Company and union agree to change the hours of operation for the Consolidation Operation located in Bldg. 450 at the St. Paul Warehouse to 6:00am – 3:00pm. This will remove the current 10:00am – 6:00pm shift. This agreement also dictates that no overtime will be paid to employees whose regular shift begins at 06:00 hours on Monday as described in section 6.06 of the contract.

Beginning March 21, 2022, the following shift assignments will be in effect at the Consolidation Operation located at St. Paul Warehouse:

Monday to Friday 6:00am to 2:00pm

Monday to Friday 7:00am to 3:00pm

Employees (Brian Henschell, Better Her, Robert Braun, LaKeith Ford, and Mitchell Helfer) who are currently working the 10:00am - 6:00pm shift will transition to the 7:00am – 3:00pm shift without a need for a posting. 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.

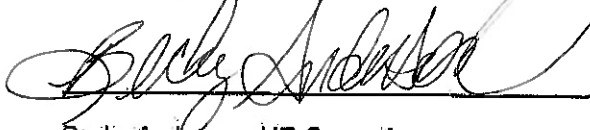
The parties have met and agreed to the removal of the 10:00am – 6:00pm shift schedule. In addition, the following is agreed and understood by both parties:

- 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 the 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 and effective upon the signed execution by both parties.
- The shift schedule change will go into effect as soon as administrability feasible.

Company Representative:



Joe Kilingsporn, Manager, DC Manager

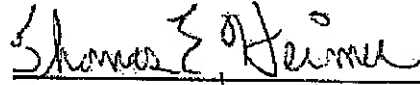


Becky Anderson, HR Supervisor

Union Representative:



Brian Ecker, Business Representative



Tom Helmer, President