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Mayor
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October 19, 2026

Re: WARN Notice for 3M Fairmont

To Whom It May Concern:

3M Company has announced its intention to close its Fairmont, MN, facility, located at 710 North State Street, Fairmont, MN 56031. This closure will result in approximately 62 permanent job eliminations. This notice is being provided to you in compliance with the federal WARN Act (Worker Adjustment and Retraining Notification Act).

3M began providing employees with information regarding these developments in January 2026, and has provided regular updates since that time. The entire facility will be closed on a permanent basis. This facility closure will occur by December 31, 2026. With very limited exceptions for senior plant management needed to complete the site closure, job eliminations are expected to occur between December 18-31, 2026.

The site closure is anticipated to impact approximately 62 employees. Affected employees do not have “bumping” rights. This information is based on the best information currently available to us but may change due to subsequent unforeseen events.

Affected employees will be offered the opportunity to accept severance benefits under the applicable severance plan, subject to the terms and conditions of that plan.

Some of the affected employees are represented by the United Steelworkers Union, Local 142B Unit 11. The union president is Adam Werner and his address is 403 East 12th Street Fairmont, MN, 56031. The other union officials at the site are Carrie Kluver, Martin Ruiz, Tyler Meixell, Aaron Langager, and Justin Preuss.

For further information, contact me at 507-887-0826.

Rayanna McRoberts
HR Supervisor
3M Company