

**WEYERHAEUSER COMPANY**

**SPRINGFIELD OPERATIONS/TOPS**



*Local Negotiations*

**INTERNATIONAL ASSOCIATION OF MACHINISTS**

**AND**

**AEROSPACE WORKERS**

**AFL-CIO**

**LOCAL LODGE W246**

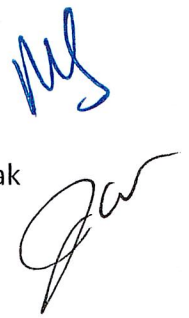


March 17, 2026

1) **Appendix H: Construction Department**

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Revise Road Maintenance structure to tiered/flow to work model similar to Snow Peak



**ROAD CREW DEPARTMENT  
PAY STRUCTURE**

Equipment Operator 3: current rate: \$33.375

- Class A CDL
- Proficient in operating one or more of the following:
  - Excavator
  - Grade Cat
- Proficient in operating all:
  - Backhoe
  - Grader
  - Spread/Rocking Cat
  - Dump Truck
  - Roller
  - Front End Loaders

Equipment Operator 2: current rate: \$32.035

- Class A CDL
- Proficient in operating one or more of the following:
  - Backhoe
  - Grader
  - Spread/Rocking Cat
- Proficient in operating all:
  - Dump Truck
  - Roller
  - Front End Loaders

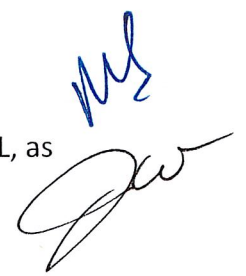
Equipment Operator 1: current rate: \$31.41

- Class A CDL
- Proficient in operating all:
  - Dump Truck
  - Roller
  - Front End Loaders

**Crew Size:** The Company shall continue to determine (a) the number of sides, (b) the number of employees in each department, and (c) the number of employees in each job classification.

2) **Appendix M:**

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Revise to reflect the established classification and practice consistent across WTL, as follows:

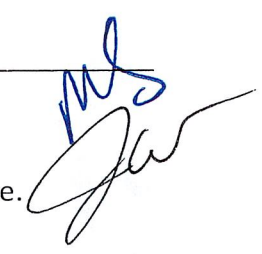
Appendix M: Rover job classification

- A. Provide qualified employee to operate multiple pieces of equipment, e.g. shovel loading, shovel logging, processing.
- B. Work as assigned to fill intermittent vacancies and flow to work as needed.
- C. Selection into the role will be at the Company's discretion.
- D. Rate of Pay: see wage schedule

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**HOUSEKEEPING**

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- Correct Article 12.R.1 trial period from 45-days to 620-hours per 2022 change.
- Other housekeeping may include other mutually agreed updates/corrections identified during the time of revision and rewrite

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Other agenda items may be presented by the Company during these local discussions, or at the subsequent stages of this collective bargaining process.