

Weyerhaeuser and IAM
Negotiations for Successor Collective Bargaining Agreement

TENTATIVE AGREEMENTS

Location(s): Western Timberlands Sub
Current Agreement Expiration: 5/31/26

Company Proposal 2 – Washington and Oregon Trucking

Incorporate meal and break period MOA's signed in March 2026 at Coos Bay, Snow Peak, Springfield and Oregon Trucking into the CBA language. Where to incorporate will be determined when final edits of the agreement are made.

Company Proposal 3 – Adjusted package as below:

- Utility 1 rate \$27.00
- Utility 2 rate \$30.00
- Utility 3 rate \$33.165

Utility Incumbents as of 5/31/26 grandfathered at current rate of \$33.165 (subject to any GWI increases) as long as they remain in the job.

Establish a 2-tier entry-level job classification structure:

- Utility 1 – Trainee being entry point for unskilled labor
 - Utility 2 – Reserved for semi-skilled utility labor
- * Entry into the Trainee position is intended to come from external hires.

These entry-level job classifications are intended to provide an entry point into the operation; to work as directed and flow to work to perform utility labor tasks/assignments as needed.

The Utility 1 position is an entry-level role designed to develop the skills, knowledge, and experience required, including opportunities to gain familiarity with equipment. Individuals in this role will work under close supervision while learning safe work practices, basic equipment operation, and general logging support tasks, with expectations to progress into the Utility 2 position. Progression to Utility 2 classification will be at the Company's discretion when deemed competent.

The Utility 2 classification will have the ability to independently perform utility labor tasks/assignments, including flow to work in other roles (e.g. Skidder), and will also be provided advanced training on logging equipment when opportunities arise. Note: Utility 2 employees will receive the Utility 2 classification rate of pay until deemed fully competent/qualified on a respective piece of equipment. When an employee in the Utility 2 classification becomes competent/qualified on 2 pieces of logging equipment, the employee will be moved to the Utility 3 position.

Employees in the Utility job classification (1, 2 & 3) are expected to gain the necessary skills to bid into advanced positions as opportunities/vacancies arise.

It is understood that the establishment of these classifications is not intended to displace the current workforce.

- The Company will agree to increase the Tether adder to \$3.00. This is paid as it applies today which is only applied when utilizing the base machine.

Company Proposal 5 – Washington Trucking – Seniority (Wage adjustments apply to OR and WA)

- The Company will agree to increase the adder for log truck trainers to \$3 while training, keeping the position as Company designated
- The Company will agree to increase the Super train adder to \$2.00 when operating that configuration
- The Company will agree to increase the low-boy rate to \$37.09
- The Union will agree to Company proposal 5 (Washington Trucking – Article 13 Seniority) Article 13 – Seniority – Section I. 1.

I. Standard Operating Procedures:

The following standard operating procedures will be adopted across all Washington Trucking Division:

1. The Company may assign new and used trucks at its discretion in order to best meet business needs., provided that truck drivers will be eligible for a new truck every six (6) years, ~~if available, and eligible for a used truck every two (2).~~ Truck reassignments impacted by this truck eligibility provision ~~will be awarded by seniority confined~~ within the respective domicile for which the new equipment is assigned. ~~New trucks will alternate between the senior driver (regardless of domicile) and company selection of location due to cost savings and business needs.~~

Union Proposal 1 – Grievance Procedure

The Company can agree to clarify timelines apply as days of operations (working days). Sites running 5 day operations only, wouldn't include the 2 not standard operating days. At sites where operations run 7 days a week, that would be interpreted as all operational days, regardless of employee individual schedules.

The Company can agree to adjust the time to file a grievance to 5 days for all agreements, however, maintains that the time to file a grievance in the event of a termination shall be 3 days.

Union Proposal 6 – CDL Reimbursement

- Add the following to Springfield (woods only), Longview (woods only), Vail, Pe Ell, Aberdeen, Snow Peak & replace existing language in Oregon and Washington Trucking:

CDL training

When deemed necessary by the Company for specific roles, the Company will reimburse the cost of the CDL training as follows:

- Employees will attend a certified training school on their own time and expense.
- Once the employee earns their CDL, the Company will reimburse 100% of the cost of the training.

The employee will be required to sign individual agreements that stipulates a pro-rated payback will be required if the employee leaves the Company prior to completing four (4) years.

DOT Physicals

The cost of DOT physicals shall be reimbursed to employees as follows:

- If provided by a Company designated doctor, paid in full.
- If provided by a doctor of the employee's choice up to \$100.00 reimbursement.

With respect to the above, the parties have agreed to a separate Memorandum of Understanding to provide for the following:

Per current practice in the Longview Export Yard, the Company will apply the DOT physical reimbursement consistent with the Longview Woods for the duration of time the Bark truck and/or trailer remains in operation at the Longview Yard as provided in the 2022 local negotiations.