

# **AGREEMENT**

between

**WEYERHAEUSER COMPANY**

**Cottage Grove Operations**

and

**LOCAL LODGE W246, I.A.M. & A.W.**

**June 1, 2022 – May 31, 2026**

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**and**  
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**WORKING AGREEMENT**  
**BETWEEN**  
**LOCAL W246**  
**INTERNATIONAL ASSOCIATION of MACHINISTS and AEROSPACE**  
**WORKERS**  
**AND**  
**WEYERHAEUSER COMPANY**  
**COTTAGE GROVE OPERATIONS**

THIS AGREEMENT, entered into originally on the 24th day of July 1950, and revised effective June 1, 2022, is made by and between Weyerhaeuser Company, Cottage Grove Operations, herein called the Company, and International Association of Machinists and Aerospace Workers, Local Lodge W246, affiliated with the A.F. L. and C.I.O., herein called the Union witnesseth:

**ARTICLE 1 – RECOGNITION**

The Company recognizes the Union as the sole collective bargaining agency for all employees including, without limitation, temporary and part-time employees who are employed in bargaining unit jobs in the Cottage Grove facility, except clerical and office employees, guards and regular full-time supervisors. The Union agrees that it will not recognize any jurisdictional strike or picket line directly affecting the employees of the Company.

**ARTICLE 2 – INTENT AND PURPOSE**

- A. The purpose of the Agreement is to record the understandings of the parties regarding wages, hours and working conditions.
  
- B. The parties to the Agreement acknowledge that to provide opportunities for continuing employment, good working conditions, and competitive wages, the Cottage Grove Lumber Mill must be able to operate safely, efficiently and at the lowest possible cost. Accordingly, all parties to the Agreement will exercise their best efforts to operate safely, improve production, conserve materials and supplies, and improve quality.

## **ARTICLE 3 – PAST PRACTICE WAIVER & ESTABLISHMENT OF FUTURE PRACTICES**

A. Upon signing this agreement, the parties agree that all past practices or agreements heretofore created between them shall cease to exist and will no longer be precedent binding upon either party for any purpose.

B. Only those practices or agreements established after this agreement is signed shall be an operative precedent between the parties and will be incorporated into subsequent contracts as they are ratified and printed. However, no practice shall be established contrary to the terms of this agreement.

C. Past practice is a practice that is clearly identified and consistently applied over a significant period of time as a practice accepted by both parties. If either party recognizes a practice that is becoming a standard, they will bring it to the attention of the other party. The parties may then agree that the practice needs to be jointly bargained as a change to the working agreement.

## **ARTICLE 4 – STRIKES AND LOCKOUTS**

A. During the life of this Agreement, the Union agrees that there shall be no strike, and the employer agrees that there shall be no lockout because of a dispute arising under this agreement.

B. The Union agrees that it will not recognize any jurisdictional strike or picket line. At no time shall union employees be required to act as strike breakers, or to cross lawful, primary picket lines. Employees whose work is essential to a plant protection during a shutdown shall stay on the job until such time as the plant is secure but no longer than the end of their shift.

C. No employee shall be disciplined because of the exercise of his/her right to recognize a lawful, primary picket line (recognized or sanctioned by the Union, if asked for by the Union).

## **ARTICLE 5 – STANDING COMMITTEES**

A. The Company shall promptly appoint a Standing Committee of no more than six individuals from each of the operations covered by this Agreement, any one or more of who will represent the Company and who shall be and remain regularly employed at the operation covered by this Agreement. In the event of resignation, disability or death of any member of the Committee, his/her successor shall be promptly appointed by the Company.

B. The Union shall elect from its local membership a Standing Committee of not more than six individuals from each of the operations covered by this Agreement. In order to be eligible for such membership on any such committee, the person must be and remain actively employed in the Company's plant or operation. In the event of the resignation, disability, disqualification, or death of any member of the Committee, his/her successor shall be promptly appointed by the Local Union President. During the interim, the remaining members shall have the power to act. The Company shall pay for time served in joint standing committee meetings.

C. It is understood that shop steward and plant leadership committee members shall when possible handle labor matters on non-company time. The stewards and committee will make every effort not to abuse the privilege of resolving issues as quickly as possible if this needs to be done on Company time.

D. DOL Reporting Requirements: No Docking Provision – The parties recognize that in accordance with applicable law and existing agreements/past practices concerning conducting union business on company time, a "no docking" policy exists, resulting in no loss of employee pay in accordance with existing agreements and past practices. The parties acknowledge that since at least January 1, 2008, such policy and practice has been a term and condition of the collective bargaining agreement.

## **ARTICLE 6 – SETTLEMENT OF DISPUTES**

A. The grievance and arbitration procedures provided for herein shall constitute the sole and exclusive method of adjusting all complaints or disputes which the Union or employees may have concerning the interpretation or application of this Agreement. A party who has filed a grievance may withdraw it without prejudice at any stage of the grievance procedure prior to commencement of a hearing before an arbitrator.

B. It is the intent of this grievance procedure to settle all disputes or complaints at the point of origin. In the event that such complaint or dispute arises during the life of this Agreement, it shall be handled in the following manner:

Step 1: The employee (with his/her shop steward) shall present the grievance to his/her immediate supervisor within seven (7) days of the date and time of the occurrence of the event giving rise to the grievance, or seven (7) days from the date and time such event should have been known, or it shall be deemed waived. If the issue is not resolved five (5) days after the grievance is so presented, it shall be reduced to writing and signed by the employee(s) and the supervisor, then;

Step 2: Such written grievance shall be presented to the appropriate manager within five (5) days of the date when reduced to writing and signed by the parties and will be taken up by the Standing Committee at its next regular meeting. If the Standing Committee is unable to resolve the grievance, then;

Step 3: The Standing Committee shall, within fifteen (15) days after its presentation in writing to the appropriate manager take up the grievance with the general management or its representative(s). The general management or its representative(s) shall give a written answer within five (5) days from the date of the last meeting at this step, or it may be assumed that the employer has granted the grievance.

C. If no settlement is reached in Step 3 above and the Standing Committee desires to pursue the matter further, it may refer the grievance to arbitration as provided for below. If such grievance is not referred to arbitration within ten (10) days of the written answer provided for in Step 3, the grievance shall be considered settled on the basis of the final decision rendered to the aggrieved party.

D. All time limits referred to in this Article are in calendar days and must be strictly adhered to but may be waived by mutual agreement in writing. It is the intent of the parties that all procedures set forth herein shall be complied with as expeditiously as practicable.

E. There shall be a permanent panel of seven (7) arbitrators pre-selected and agreed upon by the Union and the Company which shall constitute the permanent panel who shall hear and decide all disputes arising under this Agreement. Arbitration shall be conducted by a single arbitrator selected by mutual agreement or in rotation from said panel.

To reach seven (7) panel members it is agreed that the Company will select the replacement for the recent retirement and each party will select an additional member.

F. The functions of the arbitrator shall be to interpret and apply the Agreement, and he/she shall have no power to add to or subtract from or modify any terms of the Agreement, nor to establish or change any bonus or profit-sharing payment. Any decision by the arbitrator shall be final and binding upon the parties concerned.

G. Unless otherwise agreed to in writing, the arbitration shall be convened and the matter in dispute shall be heard as soon as practicable but no later than twenty (20) days after the arbitrator has been selected unless the parties agree to extend such time limit.

H. Unless the parties mutually agree to a bench decision, the arbitrator will be required to reduce the award to writing within thirty (30) days after the close of the hearing and shall state the reasons for reaching that award.

I. In all matters submitted to arbitration, each party to said arbitration shall bear the entire cost and expense of its own witnesses and representatives. The expenses of the arbitrator and all other expenses of the arbitration other than those incurred by each party in the presentation of its own case shall be borne equally by the parties involved.

J. Failure by either party to process or initiate a grievance according to the time limits herein provided, including mutually agreed-to extension periods, shall be deemed to constitute a grievance waiver by the Union or an automatic granting of the grievance by the employer. Such waiver by the Union, or granting by the employer, shall not constitute a binding precedent upon the parties in the event of a recurrence of a similar situation.

K. While any grievance or complaint other than suspension or discharge is being considered under the grievance procedure herein provided for, the employee or employees involved shall continue to work under the conditions that existed at the time of the event giving rise to the grievance. In all such cases, other than suspension or discharge, the employee or employees involved shall continue to have all the rights and privileges provided for by this Agreement. Any suspension or discharge shall automatically go to Step 2 of this procedure.

## **ARTICLE 7 – HIRING, SUSPENSION AND DISCHARGE**

A. The employer has the right to hire new employees and to discipline employees for just cause. On request of the employee or the Union, the employer agrees to state the reasons for suspension or discharge in writing. Any case of suspension or discharge not made the basis of a grievance within three (3) days from the time thereof shall be considered as waived. Employees shall be subject to established progressive disciplinary procedures, except for cases of misconduct which may warrant immediate discharge. Progressive Discipline consists of Verbal Warning (Step 1), Written Warning (Step 2), Suspension (Step 3), and Termination (Final), provided that the Employer may skip one or more steps where just cause exists to do so.

B. When warned, it shall be in the presence of a shop steward or committee member so that the committee shall have opportunity to correct employee's alleged misconduct, if, in their judgment, the allegation is well founded.

C. Where, in consideration of all facts and circumstances, misconduct which could result in termination results in discipline short of termination, the employee so disciplined shall be considered to be at the step in the progressive disciplinary process consistent with the action taken.

D. The affected employee and the Union will be provided a copy of any statement considered to be part of such employee's disciplinary record.

E. An employee will be considered on probation for a period of 24 months (active employment) from the date of the most recent disciplinary occurrence. Should the employee exceed this threshold without any further discipline, the employee will be reduced one step from the current level in the progressive disciplinary process. Subsequent 12-month periods (active employment) without discipline will result in another reduced step in the disciplinary process, and so on to allow employees the opportunity to ultimately clean up their record for progression purposes. The discipline will remain in the employee's file, but only for historical purposes.

## **ARTICLE 8 – EMPLOYEE RESPONSIBILITIES**

Production and maintenance employees will cooperate to meet established expectations, within the scope of their job classifications and training in the performance of all production and maintenance tasks to assure continuity and efficiency of operations.

## **ARTICLE 9 – SAFETY**

A. The Union and the Company recognize the desirability of eliminating injuries. To this end it is the policy of the Company to establish sound rules and safe working conditions for its employees during the hours of their employment. To aid in this purpose there shall be a Standing Safety Committee at each operation consisting of three members appointed by the Company and three members elected by the Union. In addition there shall be one Safety Committee member selected by the Company and one by the Union from each department, all of whom shall be regular employees of the Company, whose duties shall be to make monthly inspections of the department with the Safety Coordinator, as well as investigations of the causes of accidents occurring in the department, and report any unsafe condition to the Standing Safety Committee for correction. Department inspections shall be conducted wherever possible, when the department is in operation. Time spent in safety inspections by Union Committee members shall be paid for by the Company at straight or overtime rates, whichever is applicable.

### **BOOTS AND SAFETY EQUIPMENT**

1. Stipends will be paid out annually (in the first full pay cycle paycheck of each year) as follows:
  - a. For boots aligned to the site PPE standard (e.g., safety toe, over the ankle, slip resistant) for Timberlands and lumber mill employees - \$175
  - b. For caulk boots for designated Timberlands employees - \$300
  - c. For rain gear for designated Timberlands employees (hook tenders, rigging slinger, handy

rigger, choker setter, landing person, scalers, field mechanics, yard mechanics and sort yard utility performing manual reman) - \$100

2. Prescription safety glasses - \$150 per year will be reimbursed to the employee.

A one-year carryover of the above amount is allowed. In no case will there be more than one purchase eligible for reimbursement during any annual allotment.

## **ARTICLE 10 – HOURS OF LABOR**

**Normal Workday** – A work day is defined as a period of 24 hours starting at the beginning of the employee's shift. For payroll purposes the workday will begin three (3) hours prior to each employee's scheduled start time. Start times for employees may be staggered to provide for efficient operations.

**Normal Workweek** – The work week for payroll purposes of computing hours worked and overtime will start on Monday and end on Sunday.

A. The Company shall have the right, where appropriate and not already provided for:

1. To adjust the hours of labor plus or minus one (1) hour, of crews and/or individuals to meet production needs, upon seven (7) days advance notice to affected employees; and

2. To adopt cost savings shift configurations such as (10), (12), and/or (13) hour scheduled shifts, within the general scope and framework of agreements which currently provide for them, after meeting with the Standing Committee and bargaining in a good faith effort to reach consensus. Employees will receive twenty-one (21) days notice prior to the shift change.

3. For vacation purposes the work week will be calculated from the first work day of a consecutive schedule and end seven days later.

B. Lunch Periods: For operations, lunches will be 30 minutes unpaid except those schedules that contain a lunch period less than 30 minutes shall be paid. If a mechanical or operational breakdown occurs, the Company shall have the right to adjust lunch periods of crews or individuals plus or minus one hour from established schedules to accommodate repairs.

C. For those schedules other than eight hours, holiday pay shall be the daily schedule of hours times the straight time rate for holidays falling on an employee's scheduled work day and shall be eight (8) hours or the regularly scheduled daily hours, whichever is less, for holidays falling on non-scheduled days.

## ARTICLE 11 – SENIORITY

Definition: Seniority is a full-time employee's right of preference with respect to those matters expressly set forth in this Agreement.

A. There shall be three (3) types of seniority: Job, department, and plant seniority, which are defined as follows:

1. Job Seniority – Means the length of service in a given job classification from the date of acceptance of the job, after the trial period has been completed. Employees cannot hold job seniority in more than one job classification simultaneously (recall rights excluded). For curtailment purposes, job seniority continues to accrue on all previous jobs held over thirty (30) calendar days from the date of the employee's most recent successful bid into that job classification. Job seniority shall give the employee shift preference to posted job vacancies within his/her job classification. Should two (2) or more employees have identical job seniority dates; the matter will be decided by department seniority then plant seniority.
2. Plant Seniority – Means length of continuous service from most recent date of hire commencing upon 520 hours worked after employment begins and retroactive to first day of employment. Should two (2) or more employees have identical plant seniority dates, numbers will be drawn to establish seniority ranking. At the time of ratification current employees in their trial period will continue under the 60 calendar day trial period.
3. Department Seniority – Means the length of continuous service from the most recent date in a given department. There are two departments at Cottage Grove Lumber; Engineering and Operations. The Sawmill, Planer, Shipping, Lam Plant and Plywood seniority were all folded into Operations seniority.

B. The parties recognize the principles of seniority and competency for employees who have served their trial period of 520 hours worked. After the employee has served the 520 hours trial

period, his/her seniority will date back to the date of hiring.

C. In making job changes due to promotions and layoffs, the most senior competent employee shall be awarded the job. Senior employees not selected due to competency may contest the decision through the grievance procedure. Whether a trial period is required in order to evaluate the competency of an applicant shall be at the discretion of the Company.

D. Should an employee initially selected for a promotion based on the foregoing criteria fail to demonstrate the competency required for satisfactory performance of the job to which he/she has been provisionally promoted, he/she shall revert to his/her former position without prejudice and without any loss of seniority rights.

E. Except for the purpose of promotion, seniority in the basic wage classification is plant-wide. There will be no bumping in this classification other than through curtailment. The basic wage classification is defined as the entry level laborer position.

F. Nothing in this clause shall infringe upon the Company's right to temporarily transfer employees within the basic wage classification within departments or shifts, as long as the change of shifts is for an entire work week.

G. In transferring from one department to another, an employee will carry with him/her only the plant seniority he/she has accumulated. He/she will have sixty (60) days to determine if he/she wishes to remain at the new position and likewise the Company shall determine within this sixty (60) day period if he/she is suited for the job. After the sixty (60) day period has elapsed the employee has no rights to his/her previous position except as defined in the Curtailment Procedures.

H. Employees transferred temporarily between departments or within departments by the Company or by joint Plant Committee action for the convenience or benefit of the Company or the employees, retain their seniority in the same manner as if they had not been transferred. The Union shall be notified in writing of any temporary transfer lasting more than fifteen (15) days.

I. An individual working in a job above the basic wage classification cannot pick out and bump into a specific post or machine within the same classification unless the specific post becomes open. No transfer shall take place until a permanent replacement can be made available but every effort shall be made to obtain a replacement.

J. Seniority dates from the last permanent employment of the individual.

K. The Company shall furnish to the Union a complete up-to-date seniority and job file whenever it is requested by the Union.

L. The Company has certain obligations to furnish employment for the purpose of giving training and knowledge of its operations to future managers. The Company may designate, subject to the approval of the Union, certain jobs to be used for this purpose. Such jobs shall not exceed three (3) in number and shall not be in the skilled brackets. All student employees shall be considered temporary employees and will not at any time interfere with seniority or retention of jobs or promotion of any regular employee.

M. In case of layoff, employees who have served their trial period of 520 hours worked shall retain seniority in the following manner:

1. Seniority and the employment relationship shall be broken and terminated if an employee is laid off for a period of twenty-four (24) months.
2. When the Company notifies an employee on layoff by registered mail to his/her last known address, with return receipt requested, that employment is available in his/her classification, employee so notified shall have five (5) calendar days to reclaim such job and seven (7) calendar days in which to report for work from the time a registered letter is deposited in the U.S. Mail, unless within the above time period the employee notifies the Company of extenuating circumstances. When such extenuating circumstances are sufficient, an extension of time will be granted, but not to exceed an additional seven (7) calendar days. If when so notified, an employee rejects the offer or fails to respond in writing in accordance with the procedure outlined above, the Company is relieved of further obligations to rehire him/her. Acceptance or failure to accept employment in otherthan the employee's former classification shall not affect the employee's re-employment status with respect to his/her former classification.

N. Absence Due to Disability: In any case where an employee is absent from work because of a physical disability, the employee's rights to any benefit under this Labor Agreement will be maintained for a period of three (3) years, unless any competent medical authority advises that such employee is deemed permanently disabled to the point where employment should not be resumed. At the end of the three (3) years disability, the Company will take no action to terminate the disabled employee without prior consultation with the Local Union Standing Committee. In any case where employment is held open beyond three (3) years, such employee will not accumulate seniority during such extension beyond three (3) years.

## **ARTICLE 12 – JOB POSTING AND BIDDING**

A. A job posting system is established which provides a procedure whereby employees may bid on permanent job openings. For Operations, the posting will include an opportunity for current employees in that particular job classification to exercise shift preference before filling the open position. Engineering employees bid job and shift. For engineering openings, the Company will contact employees in classification to solicit shift preference and if no one elects to fill the opening it will be posted for bid. Engineering employees will have up to twenty-four (24) hours to provide their shift preference response.

B. There will be a seven (7) day posting period for bid sheets to give an opportunity for all shifts to see the posting. It will be taken down as near as possible to the time of day it was originally posted but not prior to the full 7-day period.

C.

1. The senior qualified bidder must accept assignment to the job bid upon, subject to paragraph D below.

2. There will be a selection process for the following positions: Process Flow Coordinator, Optimizer, Training Coordinator, Head Grader, Shipping Clerk, Shipping Clerk Handy, and Value Tech. These jobs will be awarded to the most qualified bidder possessing the necessary standards of qualifications and ability. This will be determined via a selection process including interviews and tests.

Test results (pass or fail) will be shared with the Standing Committee. Selection (or non-selection) for these positions shall not be done for an arbitrary or capricious reason, subject to the grievance procedure.

In the event two or more applicants possess equal qualifications, the one with the most Company seniority will be given preference. Those assigned through this process, who are unable to maintain performance standards will be returned to the basic wage.

3. The forklift job classification will be reclassified into the respective work areas (Mill B outfeed, infeed finish, outfeed finish, and shipping).

4. The Company commits to make every effort to allow those employees who so desire, to maintain their qualification. Employees will be responsible to work directly with their team leader to ensure adequate notice is given to allow for these assignments prior to the lapse in qualifications. Operational needs and efficiencies will take precedence over making these assignments.

D.

1. A successful bidder shall have a 30-day trial period of time on the job (160 hours worked on the job) counted in full shifts. If employee elects to return to his/her former classification, he/she shall not be allowed an additional bid. An employee returned to his/her former classification by the Company for reasons of disqualification or curtailment will be allowed an additional bid.

2. An employee may disqualify himself/herself at any time during this initial thirty (30) day trial period. Once an employee is on the job and deemed qualified by the Company using the on-the-job training process, the employee will have five (5) days or the remainder of their thirty (30) days, whichever is less, to accept or reject the bid position.

3. The Company shall determine if an additional thirty (30) day trial period will be offered, and when appropriate, multiple extensions may be offered. In these situations, employees can decline the extension and return to their last job and shift.

4. Job bidders will accrue seniority on the job to which they have bid after they have successfully completed the thirty (30) days probationary period. Employees who have not

completed the probationary period will have no recall rights to said job under this article.

5. Qualified employees while working outside their regular work area will receive an additional \$0.50/hour adder for all hours worked outside their regular area.

An employee has to move and qualify on their new bid job in order to receive the adder for working out of area. Areas are defined as: maintenance, 2-O, sawmill, planer, shipping, log yard.

E. Engineering employees will have a 30-day trial period for each shift he/she bids, and each bid will count as one of the 3 bids per year.

1. Employees off work due to an industrial or non-industrial injury or extended illness, may bid and apply their seniority on current job postings. Such bids must be received during the posting period. Employees returning from injury or illness must have a medical release and be able to perform the essential functions of their bid job with or without reasonable accommodations within fifteen (15) calendar days from when the job posting period closes. Employees are responsible to work through Union Stewards to identify any current job bidding opportunities. In the case of multiple job postings, employees in such "off-work" situations will be allowed to apply their seniority to only one specific job bidding opportunity.

2. The Company will attempt to provide appropriate light duty work, (if such work is available), as approved by licensed physicians, for any employee who is injured on or off the job. Industrial injuries will have first priority.

3. These jobs will be assigned to injured employees for short-term recuperation prior to returning to their regular classification.

G.

1. Any job posting not filled within ninety (90) days will be reposted. The ninety (90) day time frame begins when posting is scheduled to come down.

2. Any job posting not signed or accepted during the posting period (as long as it is within the ninety (90) day time frame) by anyone, will be assigned to the most junior laborer.

H. An employee may only have three (3) successful bids per contract year.

I. During the trial/qualification period employees will receive the lesser rate of pay of the job in which they are attempting to qualify or the rate of pay in which they last held. In the event the bidder is awarded, qualifies, and keeps the job, he/she will be made whole for the difference in the rate of pay for all hours worked during the trial period. This retro-pay will also apply to any period the bidder is required to wait for the job award from the time the employee is awarded to the job to the date of qualification.

J. If an employee turns down or is bumped from a job during their trial period, they must go back to the job and shift that they left.

### **ARTICLE 13 – CURTAILMENT PROCEDURES**

A. When curtailments are necessary, they will be applied with fairness to those employees involved. There shall be two (2) distinct curtailment procedures, one for a temporary curtailment and one for a permanent curtailment.

B. Temporary Curtailment: In a temporary curtailment (not to exceed seven (7) calendar days), employees will be laid off by their job seniority as their individual job and shift are curtailed. These employees will then be called back to work as their individual job and shift is re-established.

1. It is possible during a temporary curtailment that employees may be reassigned to other work, including training, and shall not be entitled to exercise their seniority to bump less senior employees until seven (7) calendar days have elapsed.

C. Reduced Workweek: The Company shall have the right to reduce the workweek for employee(s) rather than lay off employees where it deems practical to do so.

D. Permanent Curtailment: A permanent curtailment is defined as a curtailment greater than seven (7) calendar days. Any employee losing his/her job through a permanent curtailment shall exercise his/her seniority in the following manner:

1. When a permanent shift/job curtailment occurs, the employee with the least job seniority in that job classification will be first curtailed. Any curtailed or bumped employee who was so displaced will be allowed to use their seniority to claim any shift within their classification. In the event the employee's last permanent job is no longer in operation, or the employee does not have sufficient job seniority to claim said job, the employee will then return to his/her next previous job, etc.

## Process:

- A. If the least senior employee in a job classification is currently on the shift that is being curtailed, no additional adjustment is made to the CBA.
- B. If a remaining employee on the shift that is curtailed holds more seniority than the remaining employee(s) within the affected job classification, that employee will utilize their job classification seniority to select the shift they prefer.
- C. Employees, subsequently affected by #2, that hold more job classification seniority than the remaining employee(s) in the affected job classification, shall be allowed to utilize their seniority to select from the remaining shifts they prefer.
- D. The remaining least senior employee in the job classification will fill any remaining vacancy within their job classification.

Job classification seniority will be in accordance with Article 11.

The following is an example:

Curtailment of Shift A, EE1 (most senior), EE2 (2<sup>nd</sup> most senior, EE3 (3<sup>rd</sup> most senior, (EE4 (least senior)

Current: Curtailment of Shift A

### Example #1 – Job 1

Shift A Job 1 - EE1 EE1 - no shift, utilizes seniority to select shift B

Shift B Job 1 - EE2   EE2 - bumped from Shift B - utilizes seniority to select Shift D

### Shift C – EE3 EE3 – No change

Shift D Job1 – EE4 EE4- Curtailed out of Job Class

#### EE4 utilized right to previous job held – Job 2

EE4 utilizes Job Classification seniority in Job 2 to select shift in accordance with this Article.

2. A curtailed employee who has no last permanent job to return to may then exercise his/her plant seniority and replace the last employee hired in the plant holding a job which the curtailed employee is immediately qualified to perform and has the seniority to claim.

3. Any curtailed employee returning to his/her last permanent job shall revert to his/her last job seniority date in that classification.

E. If it is known in advance that a curtailment will last longer than seven (7) calendar days then employees may exercise their seniority per paragraph D above as soon as the curtailment begins.

1. Journeyman Engineering positions can bump apprentices during this process.

2. Engineering employees that are curtailed or bumped will be allowed to use their seniority to claim any shift within their classification.

3. For Engineering employees, when the Company curtails a shift, or if the employee is bumped out of a shift, the employee will have return rights when/if that shift reopens.

F. Operations employees on curtailed status from a particular job and shift, or job, which is later re-established shall have first rights to return to said job and shift, or job, with full seniority rights restored, provided they exercise said rights at their first opportunity (except as noted in F.1.). These rights are limited to those openings that occur within the first 180 days after the employee was curtailed. Failure to do so forfeits all rights to said job except by bid. This procedure will occur before shift preference is allowed by employees in the classification.

1. Employees on curtailed status from a particular job who have no last permanent job and shift to return to will have one opportunity to reclaim a job that they had previously been bumped out of and failed to exercise return rights to, if that job has not been substantially changed with a corresponding rate adjustment since the time they were bumped out of it, providing they have the seniority to claim the job.

## ARTICLE 14 – OVERTIME

A. There shall be no discrimination against any employee who declines to work overtime or on holidays.

Overtime will be worked on a voluntary basis. The right granted to individual employees to decline to work overtime shall not be deemed to authorize group refusals to work overtime to attain a bargaining objective of grievance settlement unrelated to the working of such overtime.

B. Overtime will not be scheduled by the Company in order to obtain a bargaining objective unrelated to the working of such overtime.

C. Days worked outside the normal work schedule shall qualify for overtime payment only after the employee has worked forty (40) hours in his/her scheduled work week, unless the failure to work such hours was due solely to the curtailment of the employee's regular schedule. Daily overtime hours worked, and vacation/holiday/jury duty and funeral leave hours paid, as well as hours lost from the shift due to joint meetings for which either the Company or Union pays, will count toward fulfillment of this requirement.

D. Daily overtime will be paid only after an employee has completed his/her regular shift schedule.

E. The right to refuse calendar Sunday work will not apply when calendar Sunday is a regular workday in an employee's regular work schedule.

F. Once an employee has been awarded a job, overtime rights will apply to said job even if he/she has not yet moved to the new job.

Overtime opportunities will be provided within job classification by job seniority first and by department seniority second.

G. With the exception of firewatch and cleanup, pay for all overtime hours worked will be calculated at the employee's regular rate of pay or the rate of the job being performed, whichever is greater.

H. In the interest of safety, the number of hours an employee can work will be limited as follows:

1. An employee's first responsibility is to cover his/her own regular shift.
2. Employees may work a maximum of 18 hours.
3. Employees must have a continuous break from his/her job of no less than 6 hours for the purpose of rest before extending his/her shift more than one-half shift.
4. Overtime for vacation coverage (in Operations and Engineering) or other operational needs will be offered in one-half shift blocks.
5. Engineering overtime for down days and projects will be offered in full shifts.

I. Overtime Scheduling Process For Operations:

Unscheduled Overtime: That overtime that occurs due to the unexpected absence of a crew member, or vacation.

Make Ready Time: That overtime associated with making a machine center ready for ascheduled shift. Examples being assisting with saw changes and doing knife changes at the Canter Quad, and blow down at the Planer. Overtime that occurs on a non-shift basis but is associated with a specific machine center will be classified as "Make Ready" overtime. Some examples of this type of "Make Ready" overtime would be cleaning photocells at the Merchandiser.

Examples: Cleaning Photo eyes

Cleaning and Calibrating Scanners

Knife Changes at the Canter Quad

Changing Spray Booth Filters

Saw Changes at the Board Edger (Currently delegated from Engineering to Operations)

Assisting with Saw Changes at the Canter Quad and the Gang Edger

Routine Maintenance Overtime: That overtime associated with routine periodic maintenance of a machine center that has been delegated by the Engineering Department to Operations personnel. The Engineering Department at their discretion can discontinue the delegated maintenance and have Engineering personnel resume the duties. An employee wishing to work maintenance overtime should sign the weekly Engineering overtime sign-up sheet. Example of this would be assisting Engineering and employees between shift and scheduled downtime. The changing of chipper knives would continue under the current agreement.

Examples: Chipper Knife Changes  
Saw Changes at the Trimmers

Scheduled Overtime: That overtime that is periodically scheduled. Examples being, scheduled additional production shifts and scheduled additional clean up.

Make Ready Overtime:

1. Make Ready overtime that occurs on a shift basis will be offered to the senior classified operator of the machine center.
2. If the senior classified operator does not want the overtime, the opportunity will pass to the next senior classified operator on shift.
3. If none of the classified operators want the overtime the opportunity will pass to the senior person(s) on shift.
4. Make Ready Overtime that happens only occasionally will be offered to the senior classified operator(s).
5. If the senior classified operator turns down the overtime the opportunity will pass to the next senior classified operator.
6. If none of the classified operators desire the overtime the opportunity will pass to the senior qualified person in the Operations Department.

Reclaiming Overtime: If the senior classified operator turned down Make Ready overtime she/he may reclaim it at any point in the future (no sooner than the next scheduled work week) assuming she/he is senior to the person doing the work.

Routine Maintenance Overtime

1. Routine maintenance associated with a specific machine center will go to the senior employee.
2. If an operator is needed to run or test a machine center for Engineering personnel, the senior classified operator will be offered the opportunity first.
3. If the senior classified operator does not want the overtime the opportunity will pass to the next senior classified operator.
4. Engineering will test their machine centers for project work. Operators will not be called in, unless management determines it necessary to do so.

Unscheduled Overtime:

1. Unscheduled overtime will be offered to the senior classified operator not already working.
2. If that operator does not want the overtime the opportunity will go to the other classified operators in order of seniority.
3. If the classified operators do not desire the overtime the opportunity will pass to the senior qualified persons, not already working, in the Operations Department in order of seniority.

The Team Leader will make every effort to fill the vacant classification first before offering overtime in another classification. When calling for overtime, if the Team Leader cannot make contact with the person they will move on down the list of operators. The Team Leader will leave a message whenever possible informing the person that they had overtime available.

Scheduled Overtime:

1. A sign-up sheet will be posted for all Scheduled overtime. Employees wishing to work must sign the sign-up sheet. Sign-up sheets will be posted in sufficient time to allow all shifts at least one shift to sign.
2. The overtime shift positions will be staffed first by senior classified operators, not currently working, and then by senior qualified operators, not currently working.

Exceptions:

1. Mill B: Mill B rotates scheduled overtime amongst all shifts equally.
2. When assigning overtime, the classified operator for the shift whose turn it is to work will be offered the position first, if she/he signed up to work.
3. Then the other classified operators, who signed up, will be offered the position in line with seniority.
4. If the position is still not filled, the position will be assigned to the senior qualified operator who signed up.

Forklift Overtime: Scheduled overtime in the forklift classification will be by area. Forklift operators operating in the various areas will have their overtime assigned in the same way it is in the area they work.

<u>Forklift Position</u>	<u>Area</u>
Mill B	Mill B
Finish Infeed	Finish
Finish Outfeed	Finish
Shipping	Shipping

Note: A classified operator who works out of classification during his/her regular work week would only be given an opportunity to work within their own classification for scheduled overtime, not the classification they were filling during the week. This person would be eligible for a shift extension in the classification they had been working in for the day.

Shift Extension: Shift extension is an extension of an operator's shift by 2 ½ hours, or less, either before, during lunch break, or after their regularly scheduled shift. (Shift extension is not counted as a "turn" for Mill B employees)

J. Engineering Scheduled Overtime

1. Overtime will be awarded to the senior qualified person in classification.
2. The engineering overtime work week will be Monday through Sunday. Signup sheets will be posted at approximately 9:00 a.m. each Thursday and will be taken down at approximately 9:00 a.m. the following Thursday.
3. The overtime schedule will be published on Friday by 5:00 p.m. (10 days in advance of the overtime week). It is the hourly employee's responsibility to review the schedule prior to 8:00 a.m. the following Tuesday and inform the person who compiles the schedule if:
  - a) The employee has extenuating circumstances as to why they cannot work any of the assigned days as indicated on the schedule, or
  - b) The employee discovers that an error in scheduling has occurred which places an employee who is out of classification or a less senior employee on the overtime schedule, when instead, they should have been scheduled to work.
4. Employees will make a reasonable effort to notify the shift team leader timely if they are unable to report to work for any absences

**K. Engineering Unscheduled Overtime**

1. Unscheduled overtime will be awarded to the senior qualified employee in classification.
2. Machine Center owners will be called in for emergency breakdown/repairs to their machine center before calling in senior employees in classification.

3. A "do not call list" will be kept by the Company for employees not wanting to work unscheduled overtime. An employee will inform the Company of their request no to be called. When an employee wants to work unscheduled overtime, they will notify their supervisor that they want to be removed from the "do not call list". Any election of an employee to be on or off the "do not call list" will be in writing.

4. Journeyman classifications will continue to work past normal quitting time if requested, individual requests for exemption due to special circumstances will be honored, not to exceed two (2) hours or a reasonable length of time to completion of the job. This does not intend to restrict the Company's ability to continue work under emergency conditions.

## **ARTICLE 15 – TEMPORARY TRANSFER**

If work of a higher paid classification is temporarily required of any employee, he/she shall receive the wage rate of the position to which he/she has been assigned and for as long a time as he/she occupies that position. No employee shall be subject to censure when assigned to a higher classification for which he/she has not been properly trained. If any employee is temporarily shifted to any position paying a lower wage than he/she has been receiving, no reduction in wage shall be made except in layoff. Employees transferred between departments and Journey level employees transferred within the Engineering department will be done so only with the agreement of the affected employee. Beginning with the second request, mandatory temporary transfers will be used if the only alternative is to shut down production. Those employees unwilling to temporarily transfer, to jobs in which they are qualified, will no longer be considered qualified in that job. The Company will meet with the Standing Committee to discuss temporary transfers that may last longer than thirty (30) calendar days.

## **ARTICLE 16 - REPORTING PAY**

- A. No time lost during any working day shall be deducted from the employees' wages if the employees are retained on the job. Employees called to their jobs, but not put to work, through no fault of their own, shall receive two (2) hours pay unless notified prior to reporting that their services are not required.
- B. This rule shall not apply if the plant or portion of the plant in which the employee works is shut down by a breakdown or if the failure to put such employee to work is caused by something which the Company could not reasonably foresee in time to give such notice.
- C. The Company shall not take advantage of the two (2) hour minimum pay clause to work employees two (2) hours only and then dismiss them.

## **ARTICLE 17 – CALL TIME**

After leaving the Company's premises following completion of their regular shift, employees called back to work prior to but not contiguous with their next regularly scheduled shift, shall be paid (3) three hours at their regular straight time rate or pay for the hours actually worked, whichever is greater.

## **ARTICLE 18 – LEAVE OF ABSENCE**

- A. Any employee who in the past has or in the future is transferred to a position outside the bargaining unit is considered as being on a leave of absence. Any such employee retains seniority rights to the job classification he/she left, subject to all other provisions of this Agreement. The duration of such leave of absence shall be limited to three (3) years.
- B. Any employee selected to a permanent Union position necessitating a leave of absence, shall be granted a leave of absence by the Company provided sufficient advance notice is given so that their work may be properly cared for. The duration of such leave of absence will be limited to four (4) years. Extensions of up to four (4) years shall be granted upon request by the affected employee for as long as the employee fills the permanent union position. Employees absent pursuant to such leaves of absence shall retain all seniority rights.

C. All such leaves shall be granted in writing by the Company and copy of the letter granting such leaves filed with the Local Union and the Company.

D. Any employee conscripted or inducted into military or naval service of the United States of America shall retain seniority rights in conformity with the Federal Law.

E. Leaves of absence extending over a period of more than one week must be given in writing with a copy to the Union, and in no case be issued for more than three months; provided, however, that they may be extended upon agreement between Company and the Union. This will in no way mean that employees can be absent themselves from their jobs during this one- week period without justifiable reasons.

F. Any employee severing employment of his/her own accord or if he/she is discharged for cause shall lose all seniority. This shall not apply when employees secure written leave of absence and return to the employ of the Company within the period of time covered by the leave of absence. Leave of absence, injury, or illness shall not be cause for loss of seniority, and the Company may require evidence of illness or injury.

G. When an Operations employee returns after an extended absence (greater than 14 days) due to a medical issue, they will return to the classification and shift they vacated. Any other employees displaced as a result of the "returning employee" will exercise their bump rights and go where their seniority takes them.

H. If an Engineering employee is off work due to sickness or injury, he/she will return to the job, shift, and area he/she vacated bumping employee(s) who progressed to backfill for his/her vacancy. Any employee bumped as a result will return to his/her last job and shift.

## **ARTICLE 19 – BEREAVEMENT LEAVE**

A. When death occurs to a member of an employee's immediate family, the employee shall be granted necessary time off for purpose of bereavement. Said employee will be compensated at their regular straight time hourly rate for hours lost from their regular schedule, up to three (3) days, subject to the following limitations:

1. Such paid time off must be taken within thirty (30) days following the date of death.
2. Members of an employee's immediate family are limited to the employee's spouse, domestic partner, sons, daughters, mother, father, brothers, sisters, stepparents, stepchildren, grandfather, grandmother, grandchildren, mother-in-law, father-in-law and great grandchildren, or others as covered under State law as defined for bereavement purposes.
3. Proof of relationship and/or death, and/or date of the bereavement may be required.

B. Compensable hours under the terms of this Article will be counted as hours worked for vacation pay, holiday pay, weekly overtime, and health and welfare and pension contributions or eligibility.

#### **ARTICLE 20 – JURY DUTY**

A. Any regular employee who is required to perform jury duty, including Grand Jury duty, will be entitled to reimbursement at the straight time hourly rate of his/her regular job, including shift differential if assigned to swing or graveyard shift, for the hours necessarily lost as a result of serving on the jury; provided, however, that such reimbursement should not exceed the time lost from the Employee's regular schedule. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury duty.

B. Day shift employees will be required to report for work if their jury service ends on any day in time to permit at least four (4) hours work in the balance of their regular shift. Other shift employees will not be required to report for work on any day they have performed jury service for more than one-half day. Night shift employees have the option to take jury duty leave on the day prior to the service.

C. Hours paid for jury duty will be counted as hours worked for the purposes of computing vacation pay, health and welfare and pension contributions and overtime.

D. The above provisions apply to employees on days they are required to report for jury duty, even though not selected to serve as jury members.

## **ARTICLE 21 – STATE SICK LEAVE LAW**

To the extent that is allowed by state law, the Company will “cash out” all accrued but unused sick time.

Hours that are “cashed out” will be paid at the individual employee’s regular hourly base rate, plus any applicable shift differential in effect on the entitlement date. These “cash out” payments will generally be made in the pay period encompassing the employee’s entitlement date.

## **ARTICLE 22 - HOLIDAYS**

- A. The following shall be recognized as paid holidays for qualified employees: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, December 24, Christmas Day, December 31, and New Year’s Day. The holiday will be recognized on the day that it falls on the calendar, unless the Union and the Company agree to a different holiday schedule, no less than 30 days prior to the holiday. Work scheduled on a holiday shall be voluntary.
- B. Two (2) additional floating holidays will be provided and applied as follows:
  - 1. One will be designated by management by March 1<sup>st</sup> of each year to qualified employees. In the absence of such designation, the holiday will be an individual floating holiday. The Company will not schedule the floating holiday during weeks when the Company has designated vacation.
  - 2. One will be an individual floating holiday. It shall be the employee’s responsibility to give the supervisor adequate notice. Employees must receive approval prior to taking the requested floating holiday. Management will approve floating holiday requests subject to operational needs.
- C. When a paid holiday as defined above falls within a week that the Company has designated for vacation, employees will be permitted to take a day off during a 120 day period after the holiday. Pay for the holiday will be as is currently provided and the day off will be without pay. Scheduling the day off will be by mutual agreement so as not to disrupt operations.

D. Computation of Holiday pay: Holiday pay shall be for scheduled hours for regular work days and eight hours for non-scheduled days (including any applicable shift differential).

E. Qualified employees who work on a scheduled holiday shall be permitted to take a day off during a ninety (90) day period after the holiday. Scheduling the day off will be by mutual agreement so as not to disrupt operations.

F. Qualified employees working on a paid holiday shall be paid an additional one and one-half times the employee's regular rate of pay for the hours worked on the shift designated as the holiday shift. An employee who has not qualified for a paid holiday shall be paid one and one-half times his/her regular rate of pay for hours worked on the shift designated as the holiday shift.

G. An employee is qualified for holiday pay (1) if he/she has at least thirty (30) days seniority prior to the holiday, and (2) works the last regularly scheduled work day before the paid holiday; and, (3) the employee returns to work on his/her next scheduled shift after the paid holiday. Protected leave, Scheduled Absences, and Excused Absences(e.g. FMLA, OFLA, OR Sick Leave, jury duty, bereavement leave, and approved floaters, vacation days, union leave, etc.) when taken the day before or after the holiday shall not be considered a regular scheduled day for holiday pay qualification. The second and third qualifications shall not be required in the following instances:

1. Where an employee is absent because of an occupational or non-occupational injury or illness and produces written evidence of such injury or illness, he/she shall be qualified for holiday pay for the paid holidays which occur during the first thirty (30) calendar days following the commencement of the injury or illness resulting in such absence.

2. Where an employee is laid off for lack of work, he/she shall receive pay for holidays which occur during the first thirty (30) days of such layoff and where the employee is laid off due to weather conditions, he/she shall receive pay for holidays which occur during the first one hundred twenty (120) days of such layoff.

3. In cases of authorized leave of absence, such leave of absence shall include temporary Armed Forces or National Guard service, Union business, and leave for compelling reasons beyond the control of the employee. Leave of absence must be obtained in advance of the absence except in cases of emergency. Verbal leave of absence may be given in cases of emergency. A verbal leave of absence may be given for up to three (3) days by the supervisor. A leave of absence for more than three (3) days must be in writing, signed by the employer and for paid holidays purposes, may not be for more than thirty (30) days. An employee must return to work immediately following such leave of absence.

4. Holiday pay payable to any employee under 1, 2, or 3 above, shall be paid to the employee on the regular payday for the period in which such holiday occurs. No payment will be made for any holiday that occurs in any month after an employee's retirement date.

H. In cases of other absence because of conditions beyond the employee's control and excused by the Company, it is agreed that each case of this nature will be decided upon its merits, and no such decision shall be used as a precedent or be subject to review.

I. An employee who is temporarily assigned to a higher paying job classification for a full week that a holiday falls in will receive the higher rate of pay for the holiday.

J. There shall be no discrimination against any employee who does not wish to work overtime or on holidays. If any employee whose regularly scheduled work week includes a holiday does not desire to work such a day, she/he must give the Company sufficient notice to permit the Company to secure a satisfactory replacement.

## **ARTICLE 23 - VACATION**

- A. Each employee shall be granted vacation benefits subject to the provisions of this article.**
- B. Definitions**
  - 1. Vacation Base Year** – a twelve (12) month period commencing on June 1 and ending on the following May 31.
  - 2. Vacation Benefits** – that amount of vacation time off and vacation pay for which an employee qualifies, based upon vacation credit years. Vacation benefits shall be established as of May 31 of each vacation base year and shall be applied during the following vacation base year, except as modified in D. below (vacation benefits for new employees and employees terminating prior to May 31).
  - 3. Continuous Employment** – employment with the Company and its predecessors uninterrupted by voluntary termination by the employee, retirement, or discharge unless a discharged employee is reinstated within thirty (30) days.
  - 4. Vacation Credit Years**
    - a. Each employee shall receive one (1) year of vacation credit for each full year of continuous employment commencing on June 1 and ending on the next following May 31, both dates inclusive.**
    - b. Any employee hired after June 1 of any year who remains in the continuous employ of the Company through the following May 31 and has at least ninety (90) days' service shall be credited with one (1) year of vacation credit.**
  - 5. Vacation Time Off**
    - a. Weeks One, Three, and Five** – seven (7) consecutive days of vacation commencing on the first day of the employee's regular scheduled work week (unless otherwise modified per H. 1. below)
    - b. Weeks Two and Four** – seven (7) consecutive days of vacation as outlined in 6.a.; or may be taken as Day-at-a-Time vacation (DATV).
  - 6. Vacation Pay** – the hours of pay to which an employee is entitled during vacation time off as defined in 5 a. and b. above.
    - a. For those not electing lump sum payout of their vacation pay in June each year (as set forth in G below), the vacation pay for DATV will be paid in the pay period in which each vacation day is taken.**
    - b. One week** - seven consecutive days commencing on the first day of the employee's regular scheduled work week unless otherwise agreed to by the Union and Employer.
    - c. Two weeks** - 14 consecutive days except it may be two nonconsecutive weeks of seven consecutive days each if agreed to by the Union and Employer.

### C. Vacation Benefits for Employees on the Payroll May 31

1. An employee on the payroll on the May 31 that concludes a vacation base year shall receive vacation time off and vacation pay in accordance with the following table:

Vacation Credit Years	Vacation Time Off	Vacation Pay
Less than 5	2 weeks	80 hours
5 through 11	3 weeks	120 hours
12 through	4 weeks	160 hours
19 or more	5 weeks	200 hours

Employees with twenty (20) or more vacation credit years as of May 31, 2026, will also receive, each vacation year, an additional gross payment equivalent to forty (40) hours of vacation pay.

### D. Vacation benefits for new employees and employees terminating prior to May 31:

1. New hires will be eligible for a prorated portion of Vacation Pay and Vacation Time Off, based on their date of hire with the Company and the balance of that vacation year ending May 31.
2. An employee in the employ of the Company on any June 1 who leaves before the following May 31 because of 1) retirement under the Company's negotiated retirement plan, or 2) death, or 3) entering active duty in the United State Armed Forces (during periods when there is compulsory military service), or 4) separation from employment through no fault of his/her own (not including discharges and voluntary quits) shall receive vacation pay for their unused earned, as well as a prorated portion of any accrued vacation for the following vacation year, in accordance with C. above.
3. An employee who leaves the employ of the Company prior to May 31, and who does not qualify under the provisions of D. 2. above, shall receive no vacation benefit.

### E. Vacation benefit for returning employees or employees absent due to compensable illness or injury:

An employee returning to the employ of the Company during a vacation base year for the following reasons shall receive prorated vacation pay in accordance with C above:

1. absence due to active duty in the United States Armed Forces (during periods when there is compulsory military service); or,
2. absence due to compensable industrial illness or injury which occurred in the course of employment with the employer.

## F. Vacation Rate of Pay

The rate of pay for vacation pay purposes shall be computed as follows:

1. For terminating employees, that portion of vacation benefit earned under Section D. above (for vacation pay based upon compensable hours accumulated during the same vacation base year in which the employee terminates)— the hourly employee's regular job classification straight time rate in effect on the date of termination.
2. All vacation rates of pay shall include any applicable shift differential for employees regularly assigned to a swing or graveyard shift.

## G. Time and Method of Vacation Payment

Vacation payments shall be made as a lump sum payable with regular pay for the first full bi-weekly pay period following the June 1 contract anniversary date, at the employee's regular job classification straight time rate in effect at that time, unless he/she elects by April 1 that vacation be paid when taken. In that event, it will be included with regular pay for the bi-weekly pay period in which the vacation is taken, at the employee's regular job classification straight time rate in effect at that time.

## H. Vacation Scheduling

In scheduling vacation periods, the following provisions shall apply:

1. The Company may elect to close down the entire operation; or stagger closures by departments or shifts; or classify a week(s) as a Day-at-a-Time option (for the first, and third vacation weeks); stagger vacation periods individually (all five vacation weeks); or any combination thereof, and must notify the employees and the Local Union of the choice by April 1, and on request, discuss the method with the Local Union by or before June 1. Should the Company elect to close all or any part of an operation, such election must be communicated to the Union and affected employees not less than thirty (30) days prior to such closure.
2. If the Company elects to close the operation for the first and/or third weeks, such closure may be scheduled at any time during the vacation base year.
3. If the Company elects to stagger vacation periods individually, the employees will be given preference by seniority, insofar as is practical with the operating needs of the operation, on requests submitted in writing prior to April 1 for all vacation weeks. Requests for Day-at-a-Time vacation days will be considered on a first come, first served basis.
4. Each employee must take vacation time off for the first and second weeks, and for the third week if a close down is elected by the Company.
5. When the Company elects to stagger the third vacation week, affected employees may elect to take pay in lieu of time off. Qualifying employees may elect pay in lieu of the fourth and fifth weeks in any event.
6. When a paid holiday falls within a vacation period, no extra day of vacation will be taken, but no reduction in vacation pay shall be made because of holiday pay.

7. In cases of breakdown or other emergency, the notices referred to above may be shortened by agreement between the Local Union and the Company.
8. Vacation requests must be approved by the Company.

I. No Duplication of Benefits

There will be no pyramiding or duplication of vacation benefits under this Article.

## **ARTICLE 24 - WAGES**

### **General Wages**

- A. Wage rates for the term of this Agreement are set in accordance with the provisions of the 2022 Settlement Agreement, as follows:
  1. June 1, 2022, a five and a half percent (5.5%) per hour general wage increase shall be applied to all job classifications, to be implemented Monday, June 1, 2022.
  2. June 1, 2023, a three percent (3%) per hour general wage increase shall be applied to all job classifications, to be implemented on Monday, May 29, 2023.
  3. June 1, 2024, a three percent (3%) per hour general wage increase shall be applied to all job classifications, to be implemented on Monday, June 3, 2024.
  4. June 1, 2025, a two and a half percent (2.5%) per hour general wage increase shall be applied to all job classifications, to be implemented Monday, June 2, 2025.
- B. Where allowable by state law, the Company intends to eliminate paper checks. Employees will be required to utilize direct deposit (at no cost to the employee). Pay cards will be made available as an option, in lieu of direct deposit. Pay stubs will be mailed at the employee's option.
- C. Shift Differential
  1. A \$1.00) shift differential will apply to those schedules and associated overtime, if any, where 50% of an employee's regularly scheduled shift falls outside the hours of 8:00 a.m.to 4:00 p.m.
- D. Wage Closure:
  - a. Subjects related to wage adjustments shall be closed until June 1, 2026 except that such closure will not bar negotiations on rates of pay for newly established classifications, or in regard to classifications wherein there has been a substantial change in the job content.
  - b. If during the term of this Agreement any new jobs are added or substantial changes made in the content of any existing job, the Company shall establish a temporary rate

for such job, and the Union shall meet within ninety (90) days with the Company for the purpose of establishing a permanent rate for such job. If the Company and the Union are unable to agree on a new rate, the issue shall be submitted to arbitration, based on the final rate proposed by each party, and the function of the arbitrator in regard to establishing or changing any wage rate shall be limited to choosing between the alternative proposals submitted by the parties in consideration of the evidence presented; he/she shall have no authority to modify either of these proposals nor establish any rate not proposed to him/her. In the event the arbitrator finds that a rate adjustment is warranted, it shall be retroactive to the date the contested rate was established.

c. The Company shall immediately mail to the Union a list of existing wage scales for all job classifications in its operations. These lists shall be kept up to date. The Company will not install any new contract, piecework, or incentive pay plans unilaterally and will not discontinue or modify any such existing pay plans unilaterally. Rates of pay shall be adjusted to the nearest cent or one-half cent.

d. There shall be no less than two regular paydays each month.

e. An itemized accounting of hours worked, wages earned, and deductions shall be issued monthly to each employee.

f. An employee terminating for voluntary quits or involuntary terminations shall have their final wages and/or earnings paid on the next regular payday cycle.

E. The subject of general wage adjustments is closed until June 1, 2026.

## ARTICLE 25 – RETIREMENT PLAN

A. The amended Retirement Plan is subject to the terms and conditions hereafter set forth in this Article. The Retirement Plan has been omitted from this printing of the Agreement. Copies of the Plan are on file at the offices of the Company and the Union.

- a. Effective October 31, 2022, increase the benefit to \$53.50/month per year of service.
- b. Current participants in the Defined Benefit Pension Plan will continue to accrue years of service.

B. Effective January 1, 2019 all new hires and rehires will no longer be eligible to participate in the Defined Benefit Pension Plan, but will instead receive a 5% Company retirement contribution in their Weyerhaeuser 401(k) plan:

1. Contributions will begin the first full paycheck following (60) days after hire/rehire date.
2. Contributions will be vested over six (6) years.
3. If an employee doesn't make an alternative election, contributions will initially be invested in the Target Date Fund closest to the year the employee will reach 65; employees can change investment elections at any time.
4. No in-service withdrawals of retirement contributions are available; only upon termination.

C. No differences with respect to the Retirement Plan which arise between the retirement Committee or the Company and any employee who shall be a participant in the Plan shall be taken as a grievance under the grievance procedures established under this Working Agreement.

D. If, after exhausting the initial claim and review procedures as outlined in the Retirement Plan Text there still exists a difference between the Company and any employee represented by the Union involving, for purposes of the Retirement Plan, (1) the employee's (or his/her beneficiary's) eligibility for a benefit, (2) The amount of any benefit payable on behalf of an employee, or (3) the duration of any benefit payable on behalf of an employee then, in such case, the remainder of this paragraph (C) shall apply. The matter in dispute shall be referred to a representative of the Company and a representative appointed by the Woodworkers District W24, International Association of Machinists and Aerospace Workers, and if such representatives shall be unable to agree upon findings of fact with respect to the matter in dispute, the dispute shall be referred to an impartial third person, who after affording each of the representatives an opportunity to present their respective views to him/her as to such matter, shall make findings as to such fact. The findings of the representatives or of the impartial third person shall be binding and conclusive

on the Company, the employee, and the Union. Such third person shall be selected by the Company and the Woodworkers District W24, International Association of Machinists and Aerospace Workers or if they are unable to agree, by the American Arbitration Association. The two representatives or the impartial third person so appointed shall have the authority to make findings of fact with respect to the matter in dispute, but no authority to change, enlarge, or interpret any of the provisions of the Retirement Plan. The compensation and expenses of the Company representative and the Woodworkers District W24, International Association of Machinists and Aerospace Workers shall be paid by the Company and the Woodworkers District W24, International Association of Machinists and Aerospace Workers respectively. The compensation and expenses of any third person appointed hereunder shall be paid one-half by the Company and one-half by the Woodworkers District W24, International Association of Machinists and Aerospace Workers.

## **ARTICLE 26 – RETIREMENT SAVINGS**

The Company will offer a 401(k) retirement savings plan which shall include the following features, subject to changes and limitations mandated by federal law:

- A. Eligibility: Hourly employees who are hired to work at least 25 hours per week.
- B. Employee Contributions: Employees may contribute up to what the federal law allows of straight time pre-tax earnings to the plan.
- C. Company Matching Contribution: The Company will add fifty cents (\$0.50) for each one dollar (\$1.00) that employees contribute out of the first 5% of their pay deferred. Company match will be in Company stock only. If corporate economic conditions deteriorate in all Company businesses to the extent that the Board of Directors place a moratorium on Company match contributions, on a company-wide basis, such moratorium will be applicable to those covered under this agreement.
- D. Vesting: Employee contributions are 100% vested. The Company's contributions shall be based on the following vesting schedule, based on the employee's years of service.

<u>Years of Service</u>	<u>Vesting</u>
0-2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

- E. Investment funds: Employees will have a choice of investment options.
- F. A detailed plan summary will be furnished to union negotiating committees.

## **ARTICLE 27 – HEALTH AND WELFARE BENEFITS**

- A. The Company agrees to:
  - 1. Remain a participating member in the Northwest Forest Products Association, International Association of Machinists and Aerospace Workers, Health and Welfare Plan and Trust (otherwise known as the "Nelson Trust"), and
  - 2. Comply with all provisions of the Nelson Trust including amendments thereto, and all administrative rules, regulations, and procedures adopted by the Board of Trustees.
- B. The parties agree that: The Trustees will adopt each of the following measures by binding resolution:
  - 1. The Union, on behalf of the employees individually and collectively within the Collective Bargaining Unit, and the Company agree to participate in the multi-employer, jointly-administered health and welfare trust and plan to be known as "The Nelson Trust."
  - 2. The Company and the Union further agree to accept and be bound by the terms and conditions of said multi-employer Health and Welfare Trust and Plan, the same being as though they were signatory thereto. A copy of the Trust and Plan shall be provided to the Company and Union by the Joint Committee of said Trust and Plan.
- C. Effective January 1, 2013, Extend Health, or a comparable plan that will provide comparable benefits to the retirees that would be a lower cost to the Trust, will be the only option made available for retirees who are covered under Medicare.

D. Effective July 1, 2018, the company will increase its contribution to the Trust by 0.25 to \$6.07 per compensable hour. Vacation increment hours shall not be considered as compensable hours for this purpose.

## **HEALTHCARE**

A. Effective January 1, 2020, the employees will be eligible for the Company's Health and Benefit Plan.

1. The employees are subject to plan description and changes as they occur.
2. Employees who enroll in the Company Plan will have the opportunity to establish a Health Savings Account (if eligible under IRS rules for such participation).
3. Effective June 1, 2023, employees will contribute the following amounts towards insurance premiums twice monthly (on 24 paychecks annually).

<b>Healthcare Contribution (Medical, Dental)</b>	<b>Employee Contribution (premium per paycheck)</b>
Employee	\$12.00
Employee +1	\$24.00
Employee + Family	\$32.00

4. The Company will continue to make annual contributions (prorated) into eligible employees' Health Savings Account (HSA):

§ \$300 – Individual  
§ \$600 – Family (employee + 1)

B. Employees choosing not to enroll in the Company Health and Welfare Plan will receive a \$1,500 lump sum payment on the first payroll after January 1, 2020. For each employee actively employed by the Company thirty (30) days after ratification of this collective bargaining agreement (CBA), the Company will pay each such employee a lump sum in the gross amount of Three Thousand (\$3,000), as either (a) a ratification bonus to be paid within forty-five (45) days of the Union notifying the Company in writing that the Union has ratified the CBA, or (b) a Seven Hundred Fifty (\$750) lump sum payment on January 1 on each of the first four years of the contract for the term of this contract to the employee's Health Savings Account.

## **ARTICLE 28 – EQUAL EMPLOYMENT**

It is the policy, intent and purpose of both the Company and the Union not to discriminate against any person with regard to employment or Union membership due to his/her gender, race, color, religion, sex, age, national origin, sexual orientation, gender identity/expression, genetic information, veteran or active military status, marital status, or any other characteristic protected by local, state, or federal law. Nothing herein prevents the Company from fulfilling its obligations under the Americans with Disabilities Act, the Family Medical Leave Act, or their state or local counterparts.

## **ARTICLE 29 – UNION SECURITY**

A. It is recognized by the parties hereto that the Union serves a definite function for all employees in the bargaining unit whether or not they are members of the Union. In consideration of the services rendered by the Union on behalf of all such employees they shall be required as a condition of employment, to pay to the Union either:

1. Regular monthly membership dues in the case of employees who are or become members of the Union, or
2. An amount of money equivalent to regular monthly membership dues in the case of employees who are not members of the Union as a service charge to the Union for negotiating and administering the contract.

B. All present regular employees represented by the Union who are members of the Union shall as a condition of continued employment, maintain such membership during the term of this Agreement.

C. Present employees who are not members of the Union and employees hereafter hired who become members of the Union by signing an application card, shall have the right to terminate such membership by notice in writing to the Union (a) during the period of seven (7) days beginning on and following the third anniversary date on which such employee becomes a member of the Union, and (b) during the period of seven (7) days beginning on each succeeding third anniversary date of such Union membership. Employees exercising the right shall continue to pay to the Union the amount of money equivalent to monthly dues specified in A.2. above.

D. All such regular monthly membership dues or equivalent charges may be deducted as provided in the Check-Off Article of this Agreement.

E. The Company will discharge any employee who fails to pay or tender to the Union his/her regular monthly membership dues in the case of members of the Union, or an amount of money equivalent thereto in the case of non-members.

F. The Union's request for discharge of any employee delinquent in payment of his/her regular monthly membership dues or an amount of money equivalent thereto, shall be made in writing, giving at least one week's notice to the employee and to the Company. Each such employee shall have at least one week from receipt of notice to:

1. Appeal to the Union's statement, or
2. Pay his/her regular monthly membership dues or such equivalent amount of money.

G. The Company will furnish to the Union on the first and fifteenth of each month a list of all new employees, and on the first of each month a list of those employees whose employment has been terminated.

H. This Article shall be applicable 31 days after the effective date of the foregoing provisions for present employees who are not members of the Union and 31 days after the date of hire of and for all employees after the effective date of said provisions.

#### **ARTICLE 30 – CHECK-OFF**

A. The Company, on receipt of written authorization from an employee who is a member of the Union, shall deduct from the pay of such employee the initiation fee and monthly membership dues uniformly required by the Local union as a condition of acquiring and retaining membership in the Union. The Company, on receipt of written authorization from an employee who is not a member of the Union, shall deduct from the pay of such employee an amount equivalent to the Union monthly membership dues. Such authorization shall be on a form to be furnished by the Company and approved by the Union and shall continue in effect during the term of this Agreement unless revoked by the employee by a written notice delivered to the Company between January 15th and January 31st of any year. The Local Union shall notify the Company of any changes in its initiation fees or regular monthly dues (or equivalent thereof) and of any subsequent changes as they occur from time to time. Such notifications shall be by letter to the Company signed by the President and Financial Secretary and bear the Local Union seal.

B. The following form shall be used for the assignment of wages of an employee:

**AUTHORIZATION FOR CHECK-OFF TO WEYERHAEUSER COMPANY**

I hereby assign to Local Union No. \_\_\_\_\_, from my wages earned as your employee, the following amounts.

(1) The sum of \$ \_\_\_\_\_, being the regular initiation fee in the Union and, (2) The sum of \$ \_\_\_\_\_, per month, being the regular monthly membership dues in the Union or the equivalent thereof, or such other amount (or equivalent thereof) as subsequently certified from time to time to the Company by the Local Union President and Secretary/Treasurer. Deductions of the foregoing are to be made from my first pay of the month.

This authorization shall be operative as of the first pay received not less than five working days after delivery of this authorization to you.

The Undersigned consents to the continuation of this authorization in effect until the termination of the collective bargaining agreement between the Company and the Union dated \_\_\_\_\_ as therein provided or as hereafter extended unless written notice of revocation is delivered by me to the Company during the period between January 15th and January 31st of any year.

Date: \_\_\_\_\_ Employee Signature: \_\_\_\_\_

C. The Company will notify promptly the appropriate Local Union of the names of all employees from whom it receives a revocation of the foregoing authorization.

D. The Company shall remit the initiation fees and dues deducted from the employees who are members of the Union and amounts equivalent to such dues deducted from employees who are not members of the Union to the person designated by the President of the Local Union on or before the 15th day after the deduction thereof. The Company shall furnish such person a list of those employees from whom wage deductions have been made. The Company shall be liable to the Union only for the amount actually deducted by its conforming to the authorizations received by it. The Company's obligation to remit such amount to the Union shall be fully discharged by payment to the person so designated, until such designation is revoked in writing.

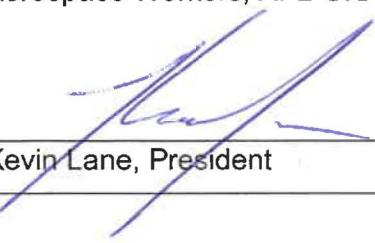
## ARTICLE 31 – REVISION AND TERMINATION

- A. This Agreement shall remain in full force and effect until June 1, 2026. This Agreement may be opened for revision or amendment on June 1, 2026, or on any succeeding June 1<sup>st</sup>, thereafter in the manner set forth in this Article.
- B. Unless either party notifies the other of a desire to terminate or change the terms of this agreement and presents desired revisions not less than sixty (60) days prior to June 1, 2026, this Agreement will automatically continue in effect for the succeeding twelve (12) month period.
- C. If the Agreement is opened by either party for revision or for termination, both parties agree to meet in negotiations within fifteen (15) days for the purposes of revision or for possible renewal of the Agreement.
- D. If no Agreement is reached by June 1<sup>st</sup>, and negotiations are continued the Agreement shall continue in effect up to the time a subsequent Agreement is reached but shall terminate if negotiations are discontinued by either party.
- E. All opening provisions of the Agreement are hereby waived by each of the parties until June 1, 2026, and neither party shall otherwise have the right to open this Agreement for the Purpose of amending or adding to the terms hereof.
- F. This Agreement may be amended or revised at any time during the existence of the Agreement provided that such amendments or revisions are mutually approved by the parties hereto.

WEYERHAEUSER COMPANY

  
Brent Czaban, Unit Manager

WOODWORKERS Local Lodge W246  
International Association of Machinists and  
Aerospace Workers, AFL-CIO

  
Kevin Lane, President

**APPENDIX A**  
**AGREEMENT ON ALCOHOL AND DRUG TESTING**

**INTRODUCTION**

This Agreement deals with the testing component of the Company's Alcohol/Drug Policy. Alcoholism and substance abuse are diseases, which are treatable and will be given the same consideration as any other illnesses, with the initial emphasis on test results leading to rehabilitation not termination of the employee.

**I. Work Rules**

A. All employees must report to work in a physical condition that will enable them to perform their jobs in a safe and efficient manner. Employees shall not:

1. Use, possess, dispense or receive alcohol, intoxicants or controlled substances (drugs) on Company premises or while engaged in Company business.
  
2. Report to work with any measurable amount of a controlled substance, intoxicant or illegal drug in their system. The substances and levels at which samples shall be called positive will be consistent with DOT regulations.

B. Medication prescribed by a physician is an exception when the physician prescribing medication has released the individual to work while taking the prescribed medication. Abuse of prescribed drugs is a violation of this agreement.

C. Employees who violate the above work rules shall be subject to appropriate discipline up to and including discharge. However, it is the primary intent for most infractions to encourage and assist employees in treatment and rehabilitation through the employee assistance program, as is outlined in the remainder of this document.

**II. Employee Assistance Programs (EAP)**

A. Abuse of alcohol and drugs is recognized as an illness that can be abated through treatment and rehabilitation. Employees are encouraged to use the services that are available through the employee assistance program.

1. The current EAP will remain in effect. Changes will not be made in the EAP without prior consultation with the Union.
  
2. Medical care expenses are covered as provided by the Joint Health and Welfare Trust.

3. Counseling information is available by contacting the plant Personnel Manager.
4. Weekly accident and sickness benefits are covered under the provision of the Joint Health and Welfare Trust.
5. Leaves of absence will be made available for treatment and counseling.

B. Employees who voluntarily seek help through the employee assistance program will not have their job security and promotional opportunities jeopardized by such self-identification. All requests for assistance, and the results of treatment and counseling shall be kept strictly confidential.

### **III. Testing Policy**

A. As a part of this substance abuse program, effective January 1, 2009, the parties will implement a sweep testing process which shall mean periodic and unannounced blanket (sweep) tests of an entire plant site, shift, or department, including associated supervision. The scope and frequency of such tests shall be at the Company's discretion, balancing benefits against costs. In addition, employees hired on or after July 1, 2008 will be subject to unannounced periodic testing for the first six (6) months of employment and will not have recourse to the referral process described in Part IV of this Exhibit in lieu of discharge in the event of a positive test result.

B. An employee whose behavioral conduct indicates that he/she is not in a physical condition that would permit the employee to perform a job safely and efficiently will be subject to submitting to a urine, blood or breathalyzer test to determine the presence of alcohol or drugs in the body.

1. A supervisor must have reasonable grounds to believe that the employee is under the influence of or impaired by alcohol or drugs. Reasonable grounds include abnormal coordination, appearance, behavior, speech or odor. Involvement in an accident or near miss does not in itself constitute "reasonable grounds" unless it is reasonable to conclude from the circumstances that the presence of drugs or alcohol was a causative factor.

2. The employee will be provided with an opportunity to explain his/her conduct. The supervisor will explain the employee's right to have a union representative present if requested.

3. The supervisor's reasonable grounds must be confirmed by another management representative.

C. Failure to submit to a test required on one of the above bases will be grounds for termination. Employees who feel that they have a legitimate grievance must still submit to the test and then file a grievance in accordance with the Working Agreement. An employee may forego the test if the employee voluntarily consents to obtaining assistance through the employee assistance program and immediately enters into a written referral agreement.

D. The Company shall select reputable facilities for base testing and confirmatory testing at Company expense. The facility for confirmatory testing must meet all standards set by Federal Health Agencies for laboratory performance and they must employ certified Medical Technologists and Technicians. The Union will be provided with the testing facilities' names, addresses and credentials if requested. The Union retains the right to demand a change in test procedure or test facility based on reliable information which disproves the accuracy or quality of either. The Union also retains the right to request a change in test procedure or test facility when a reasonable and superior alternative to either is available.

E. Employee representatives and/or the employee will have the opportunity to review the testing procedures.

F. All samples which test positive will be confirmed using a gas chromatography/mass spectrometry test or a superior or equally reliable test if same become reasonably available.

G. The employee, at his/her expense, will have the opportunity to have a reputable testing facility test the same sample submitted to the original test facility. Accepted chain of custody procedures must be followed and the test facility must meet all standards set by Federal Health Agencies for laboratory performance using certified Medical Technologists and Technicians. An employee may request the independent test by notifying the Personnel Manager in writing within two calendar days after the day the employee is informed of the test results. The test result will be kept confidential and will be available only to a designated employer representative, a designated Union representative or a designated legal representative.

H. None of the testing procedures are intended to be in violation of the law, and if they are, they shall be eliminated without interfering with other parts of this agreement.

I. Employees tested "for cause" will be placed on an unpaid leave of absence pending the receipt of the test results. Employees who test negative will be paid for time lost from work.

J. Provide for the use of a Rapid Results drug testing process. Such a process shall be done by third party providers and shall not replace the process used for positive tests.

#### **IV. Referral Agreement**

- A. It is the intent of the Company and the Local Union to correct problems associated with drug and alcohol through the EAP rather than to initially penalize employees based on test results. Therefore, an employee who voluntarily enters the EAP in lieu of a required test or has a positive result on a test will have disciplinary action withheld pending satisfactory completion of the referral agreement requirements.
- B. The terms and conditions of each referral agreement will be put in writing and signed by the employee, the Union and the Company. Each referral agreement will contain some basic core requirements but will be designed giving consideration to the individual's circumstances. The disciplinary action for a violation of the agreement on alcohol and drug testing will be abated for an employee who satisfactorily completes the treatment program prescribed by the EAP counselor and who meets the terms and conditions of the referral agreement. Referral agreement terms and conditions will only be related to the agreement on alcohol and drug testing and will not be used for discipline outside of that agreement.
- C. An employee who fails to cooperate, abandons, or does not complete the treatment program prescribed by the EAP counseling or who fails to live up to the terms and conditions of the referral agreement will receive the previously withheld discipline. However, before the disciplinary action is imposed, the employer and the Union representative will attempt to counsel the employee into completing the treatment program.
- D. Whether an employee volunteers to participate in the EAP or is required to participate as a condition of continued employment, that employee shall continue to be subject to the same rules, working conditions and disciplinary procedures in effect for other employees, i.e., employees cannot escape discipline for future infractions by being enrolled in the EAP. Employees will NOT be allowed to elect rehabilitation in lieu of discipline for violations of this

drug or alcohol policy more than one time.

E. Employees who test positive will be evaluated by certified addiction counselors, so certified by the appropriate certification board of either Washington or Oregon.

**IV. Union Liability**

The Employer agrees to hold the Union harmless with respect to reasonable legal expenses incurred by the Union in defending itself in litigation resulting from the Employer's activities in carrying out the drug-testing program.

**V. Duration**

This Agreement shall be subject to the conditions of the Revision and Termination Provisions of each respective Working Agreement.

**APPENDIX B  
Individual Reward Systems**

Local management and unions are authorized to develop systems to provide awards (cash or other) to individuals whose implemented ideas contribute significantly to unit objectives.

**APPENDIX C  
LABOR RELATIONS PRINCIPLES**

The Company and Union will be guided by the parties' agreed to set of Labor Relations Principles:

**A. Labor Relations Principles**

1. We share the vision of a profitable and competitive business enterprise that services the interest and needs of all stakeholders.
2. We will interact with each other and build relationships based upon trust, honesty, openness, and mutual respect.
3. We will cooperate and emphasize problem-solving in addressing areas of mutual interest and concern.
4. We accept the principle of continuous improvement through employee involvement and empowerment as the means by which we will achieve our shared vision.

5. Management acknowledges and respects the role of the union in representing the interest of employees who have chosen it as their bargaining representative.

## **APPENDIX D**

### **TEAM CONCEPTS**

- A. Team members will cooperate fully with each other and their team leader and, when necessary, operating teams will work with maintenance teams.
- B. Team members will cooperate with other teams.
- C. Team members will have the opportunity and responsibility of giving their team leader input concerning more efficient operating techniques and how their work is accomplished. However, the team leader shall make the final determination as to how the operation is run and work is accomplished.
- D. Cross training, education and development may be provided so that each member of a team will have the ability to perform all assigned tasks. A member will be expected to work as assigned.
- E. It is the intent of team concept to allow flexibility in assigning work to the team in a manner consistent with avoiding overtime.
- F. Definition of team will be specific to each unit and will include production and maintenance employees.
- G. Implementation of any changes negotiated per this article during the term of the Contract will be only as a result of agreement between the parties.

## **APPENDIX E**

### **Cottage Grove Engineering Agreement**

Consistent with the expectations of the maintenance trade/classification, individuals in all classifications will be expected to adhere to the following:

- A. The existing CG Engineering overtime agreement.
- B. Actively participate in ongoing training to help ensure that applicable licenses, certifications, and/or skills and abilities are up-to-date with existing technology during the term of each contract in order to maintain the viability of the operation. (This requirement is not intended to prejudice the right to address substantial job content changes per the collective bargaining language concerning wage adjustments.)
- C. Consistently demonstrate safe and effective job performance, including application of knowledge, skill, ability, cooperation and commitment, in relation to the department and overall contribution to maintain and improve plant operations. If there is an issue around trade proficiency, the assessment panel will be advised and consulted prior to Management action.
- D. Individuals in any maintenance classification will be expected to assist and help train each other as needed to ensure the efficiency and effectiveness of the work being performed, which must in all events comply with any applicable licensing provisions and safety regulations/policies.
- E. Must be willing/able to work the various engineering schedules including weekend shift schedules. This is a trade expectation; however, shifts will be filled by our bid system.
- F. Fire watch duties are not included in the job descriptions of any plant site job, however, fire watch will be performed by all trained bargaining unit employees when requested. Fire watch overtime will be offered to qualified maintenance employees first then to qualified operational employees.

Employees who attend required Weyerhaeuser sponsored training for their current position will be compensated for travel time and for time worked in accordance with state and federal law. All other associated schooling to advance to a higher rate (not related to the standard Tuition Refund Program) will be on the employee's own time and reimbursed at 100% for the cost of classes and books upon successful grades of B or better.

This maintenance proposal replaces and supersedes all other policies and procedures around the

former pay for skills process for all classifications.

## **SELECTION INTO MAINTENANCE/APPRENTICESHIP**

When necessary, candidates for the electrical apprenticeship program will be pre-selected via plant-wide bid and selection process to facilitate their coursework in advance of entry into the apprenticeship program. Any person so selected must enter into the education program at their first available term upon acceptance of the bid and satisfactorily progress or they will be disqualified. These candidates will be eligible for full tuition reimbursement. Engineering seniority dates for these individuals will not be effective until they begin the apprenticeship program. Upon successful completion of an apprenticeship trade, an employee's seniority will be effective to the date the individual entered into that trade apprenticeship program.

The Company will determine the number of maintenance trades and apprentices employed at any particular time. Apprenticeship opportunities will be posted for plant wide bid to identify the employees who wish to be considered for that particular posted job. Journey maintenance positions will be filled from outside the bargaining unit where no qualified in-house applicants exist. The Company will use the exceptions for hiring apprentices that are contained within the Apprenticeship Standards for their intended purpose (when there is no desire or no qualified candidates within the bargaining unit). Out of work apprentices will only be hired when there is a mutual agreement between the Company and the Union.

Selection into the Maintenance Department, including related apprenticeship programs will be based on an individual's knowledge, training, skill and ability, as determined by means of a testing process (to assess aptitude and/or skill level), interview process and willingness to work any shift required, as well as overtime. The senior employee will be selected from among those determined to be qualified per the foregoing. Employees who wish to enter the Electrical Apprenticeship Program must in addition meet State Electrical Apprenticeship criteria and shall subsequently comply with those standards. All other trades must also comply with plant and State standards.

There is a one-thousand-hour probationary period for employees entering an apprenticeship role. Test scores will be shared with the Standing Committee, selection of Apprentices shall not be arbitrary and any disagreement in the selection will be subject to the grievance procedure.

## Cottage Grove Engineering Selection Process Agreement

This process is the method in which the most qualified employees are chosen for apprenticeships. The bidder must pass each step before moving on to the next step.

### All Crafts except Electrical

1. Work history review that will include: disciplinary actions, safety performance, attendance, etc. This will include all documented warnings issued in the past 24 months.
2. Math test – 80% score to pass
3. Mechanical aptitude test – 80% score to pass
4. APT structured Interview

### Electrical Apprentice

1. Work history review that will include: disciplinary actions, safety performance, attendance, etc. This will include all documented warnings issued in the past 24 months.
2. Math test – 80% score to pass
3. Mechanical aptitude test – 80% score to pass
4. Electrical aptitude test – 80% score to pass
5. APT structured Interview

Apprentices will receive schooling/training and their progress and performance will be monitored and evaluated closely by Management personnel. The apprenticeship program will include both written and practical tests which will help determine appropriate training, advancement and/or continuance in the program. Apprentices will be disqualified if the Company determines they are not progressing satisfactorily. Before taking this action, the Company will explain the reasons to the local plant committee. Any apprentice so disqualified shall be entitled to exercise his/her seniority as allowed under the current working agreement.

Unless authorized by management due to reasonable unforeseen circumstances, apprentice employees must be continuously enrolled in corresponding classwork as required and show satisfactory advancement in schooling and/or related performance (including ability to work with others and skill level) in the maintenance area or they can be disqualified from the process.

For every 2 electrical apprentices, over a period of time, the company has the discretion to hire a Graduate AA student with a degree which includes studies in networking, programming and computer sciences instruction. After the individual attains 750 hours of service they would be signed up into the Electrical apprenticeship program. After meeting the 750 hours requirement the Graduate AA student would be placed into the electrical apprenticeship program, paid in an AA Wage scale until the electrical apprenticeship level of pay exceeds the AA Wage scale.

## **MAINTENANCE CLASSIFICATION DETAIL**

Current descriptions of the various classifications comprising the new maintenance structure are set forth below. They are not static but will be updated as necessary to reflect evolving changes in technology and best maintenance practices. Advancement from one classification to another will be based upon the determination of three management personnel and three employees selected by the Union, at least two of which will be from within the particular trade being assessed, or if not available from that trade, from knowledgeable personnel of that trade from within the Engineering department. A testing and/or interview process may be included, which will be reviewed and modified periodically to ensure applicability to the corresponding roles and current technologies.

The Union will be notified and invited to participate in the process for all engineering employees to advance from one classification to another, including Head positions. The Company will notify, with the dates and times of this process, the Local President, the Head Shop Steward, and the Business Representative. The final decision remains with the Company as to who is selected, with due consideration to the Union's input.

Employees will be eligible for advancement opportunities twice per year, by request, (March/April timeframe and September/October timeframe). Advancements will be determined by the assessment panel. Challenges, if any, to the initial slotting will be reviewed by the assessment panel during the first available opportunity following ratification and in the event of a successful challenge, any pay adjustment will be retroactive to the contract ratification date.

Employees are eligible to seek advancement by notifying their supervisor. The supervisor will gather the assessment panel together at the noted time intervals and provide the employee an opportunity to present their justification for promotion. The panel will have 7 days to make a decision as to whether to approve the advancement. Advancements will not become effective until after the determination is made. An employee whose request for advancement is declined shall be advised of the reasons and provided recommendations to address areas of deficiency. An employee will be afforded the opportunity to challenge the panel's decision on the next challenge cycle.

Any current maintenance employee who is slotted into a position less than what they are currently making will be grandfathered at their current rate of pay. Employees with a grandfathered rate who bid or advance into another job classification, paying higher than their previously combined rate (base + adder), will lose their grandfathered rate of pay and be slotted at the base rate of the higher classification. The Company agrees to review the current slotting to determine if any employee should be moved to the next higher job classification based on having made substantial progress towards completion of the requirements for an adder. Our intention is that no employee loses pay in this process.

Journey level employees will have a one-time only opportunity to bid to another apprentice position with no loss in their journey pay.

Dual Card principles:

- A. Provides for individuals who are inclined to attain additional skills and to be recognized for their higher level of capability when they apply it
- B. Dual carded positions would be utilized initially, in Chaser positions
- C. At mature staffing levels, it is anticipated there will be 3 Dual card Chasers on each Operating shift.
- D. The Company, at its discretion, may offer a hiring bonus for Journey level external hires.

The Company maintains the right to modify expectations within classifications and curtail or add positions as needed.

E. Note 1: "Head" classifications will remain in effect which includes the following lead responsibilities described herein and their rate of pay will continue to be imbedded in the actual rate of the established classification. Management continues to reserve the right to determine the number of employees needed in each head role and will determine the qualified candidate based on seniority and competency. Duties include maintaining a clean and safe work environment; directing the shop in accordance with Cottage Grove's goal and instructions from the direct supervisor; coordinating the daily shop activities such as tracking, initiating and approving work orders/requisitions; being involved in setting standards for new parts, components, installations and equipment; assisting with scheduling overtime, vacations and crew meetings; working with the maintenance supervision and educational resources such as local colleges and training agents to ensure all apprentices receive appropriate quality training and education; utilizing interpersonal skills to effectively work with co-workers, other crafts, supervisors, managers and vendors; ensuring the shop is producing quality work; ensuring the computerized drawings and preventative maintenance files are accurately maintained; providing assistance as needed to troubleshoot, identify, and solve machine center problems and perform all classification duties.

Note 2: The current head maintenance (HM) increment will also remain in effect. This is a separate item not associated with the Head classification. This is an adder to an individual's skill classified rate to be used when a person is assigned to special projects. The person assigned must be able to perform all duties defined for the special assignment. Management will select the person to be assigned using seniority and competency. The adder will be \$.90/hr. This adder is not subject to general wage increases. This rate will be used when a person is assigned responsibilities that include services, training, and coordinating large activities for others.

### **Head Electrician**

**Description:** Duties include maintaining a clean and safe work environment; directing the shop in accordance with Cottage Grove's goal and instructions from the direct supervisor and other items listed in Note 1 (described earlier). Must demonstrate advanced skills in programming, repair, and troubleshooting all Programmable Logic Controllers (PLC's), human machine interface systems (HMI), variable frequency drives (VFD's), motion controllers (temposonics), and

optimization control systems (Porter, Newnes, etc.) in the operation, also have a good understanding of the facility procurement system and be efficient in the maintenance management systems (Computerized Maintenance Management System (CMMS) & ActivPlant). Serve as a source of information to other electricians. Must demonstrate advanced skill managing new electrical and instrumentation projects for the operation; produce and organize documentation of these projects; advise/instruct other maintenance employees as needed; contact internal/external resources for trouble shooting and project purposes; and maintain communications with supervisors, management staff and machine operators, in addition to other electrical maintenance duties. Be proficient in managing, maintaining and updating preventive & predictive maintenance system.

**Minimum Requirements:** Oregon Plant Journeyman electrical license. Two-year electronic degree or equivalent electronic course work. Advanced Process Control and troubleshooting experience. Demonstrate advanced knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (e.g. Maximo & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Electrician / Technician**

**Description:** Must demonstrate advanced skills installing, managing and maintaining the electrical systems in the operation. Advanced proficiency in repair and troubleshooting all Programmable Logic Control units (PLC's), human machine interface systems (HMI) variable frequency drives (VFD's), motion controllers (tempoSonics) and optimization control systems (Porter, Newnes, etc.) in the operation, also have a good understanding of the facility procurement system and be efficient in the maintenance management systems (CMMS & ActivPlant). Have advanced knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform electrical maintenance duties reactive & preventative.

**Minimum Requirements:** Oregon Plant Journeyman electrical license. Two-year electronic degree or equivalent electronic course work. Demonstrate advanced knowledge in electrical

trouble-shooting and process control. Demonstrate advanced knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Electrician w/ Special Skills**

**Description:** Must demonstrate enhanced skills installing, managing and maintaining the electrical system in the operation. Ability to program, repair and trouble shoot the programmable logic control units (PLC's), human machine interface systems (HMI) variable frequency drives (VFD's) and motion controllers (tempoSonics) in the operation, also have an enhanced understanding of the facility procurement system and be efficient in the maintenance management systems (CMMS & ActivPlant). Have knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform electrical maintenance duties reactive & preventative.

Minimum Requirements: Oregon Plant Journeyman electrical license. Two-year electronic degree or equivalent electronic course work. Demonstrate enhanced knowledge in electrical trouble-shooting and process control. Demonstrate knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Journeyman Electrician**

**Description:** Must demonstrate good skill managing the electrical systems in the operation. Ability to install, repair and troubleshoot all electrical systems in the operation. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform electrical maintenance duties, reactive & preventative.

**Minimum Requirements:** Oregon Plant Journeyman electrical license. Demonstrate good knowledge in electrical troubleshooting. Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant).

### **Head Millwright**

**Description:** Duties include maintaining a clean and safe work environment; directing the shop in accordance with Cottage Grove's goal and instructions from the direct supervisor and other duties included in Note 1 (described earlier). Must demonstrate advanced skills in troubleshooting all equipment in the facility, install, dismantle or move all machinery and heavy equipment in the operation according to layout plans, blueprints and other drawings, including advanced proficiency in all areas of hydraulics, pneumatics, tribology, vibration analysis, welding and fabrication; also have a good understanding of the facility procurement system and be efficient in the maintenance management systems (CMMS & ActivPlant). Must demonstrate advanced skill managing mechanical projects for the operation; produce and organize documentation of these projects; advise/instruct other maintenance employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform millwright maintenance duties reactive & preventative.

**Minimum Requirements:** Industrial Maintenance Mechanic (Millwright certification) or equivalent. Demonstrated advanced skills in mechanical maintenance functions, including hydraulics, pneumatics, tribology, vibration analysis, welding and fabrication, specifically in relation to the mechanical needs of the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and good troubleshooting skills and react appropriately in upset situations. Possess basic knowledge of the electronics that control the operation of the machinery in this facility to be able to distinguish mechanical from electrical issues. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

## **Master Millwright Tech**

**Description:** Ability to repair, troubleshoot, install, dismantle or move machinery and heavy equipment in the operation according to layout plans, blueprints and other drawings, including advanced proficiency in all areas of hydraulics, pneumatics, tribology, vibration analysis, welding and fabrication also have a good understanding of the facility procurement system and be efficient in the maintenance management systems (CMMS & ActivPlant). Must demonstrate skill managing mechanical projects for the operation; produce and organize documentation of these projects; advise/instruct other maintenance employees and serve as a source of information as needed; contact internal/external resources for trouble-shooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform millwright maintenance duties reactive & preventative.

**Minimum Requirements:** Industrial Maintenance Mechanic (Millwright certification) or equivalent. Demonstrated advanced skills in mechanical maintenance functions, including hydraulics, pneumatics, tribology, vibration analysis, welding and fabrication, specifically in relation to the mechanical needs of the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and good troubleshooting skills and react appropriately in upset situations. Possess basic knowledge of the electronics that control the operation of the machinery in this facility to be able to distinguish mechanical from electrical issues. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

## **Millwright w/Spec Skill**

**Description:** Ability to repair, troubleshoot, install, dismantle, or move machinery and heavy equipment in the operation according to layout plans, blueprints and other drawings, including advanced proficiency in at least three of the following areas: hydraulics, pneumatics, tribology, vibration analysis, welding and fabrication also have a good understanding of the facility procurement system and be efficient in the maintenance management systems (CMMS & ActivPlant). Must demonstrate skill managing mechanical projects, specifically in relation to the respective area(s) of expertise; produce and organize documentation of these projects; advise/instruct other maintenance employees and serve as a source of information as needed;

contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform millwright maintenance duties reactive & preventative.

**Minimum Requirements:** Industrial Maintenance Mechanic (Millwright certification) or equivalent. Demonstrated advanced skills in at least three of the mechanical maintenance functions, including hydraulics, pneumatics, tribology, vibration analysis, welding and fabrication, specifically in relation to the mechanical needs of the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and good troubleshooting skills and react appropriately in upset situations. Possess basic knowledge of the electronics that control the operation of the machinery in this facility to be able to distinguish mechanical from electrical issues. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Journeyman Millwright**

**Description:** Ability to repair, install, dismantle or move machinery and heavy equipment in the operation according to layout plans, blueprints and other drawings. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform millwright maintenance duties reactive & preventative.

Note: Upon retirement of the current fire protection incumbent, a millwright will be designated for all fire protection duties and will perform other work as time permits.

**Minimum Requirements:** Industrial Maintenance Mechanic (Millwright certification) or be able to obtain journeyman status. Demonstrated good skills in mechanical maintenance functions, including welding, hydraulics and pneumatics. Must demonstrate logical problem-solving skills and good troubleshooting skills and react appropriately in upset situations. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Possess basic knowledge of the electronics that control the operation of the machinery in this facility to be able to distinguish mechanical from electrical issues. Demonstrate appropriate interpersonal communication skills with other plant personnel.

Demonstrated commitment to safety.

### **Head Filer**

**Description:** Duties include maintaining a clean and safe work environment; directing the shop in accordance with Cottage Grove's goal and instructions from the direct supervisor and other duties in Note 1 (described earlier). Must demonstrate advanced proficiency in all areas of fitting, benching, filing and grinding. Must demonstrate skills in managing all aspects of the filing and grinding operations; produce and organize documentation of these skills; advise/instruct other filing, grinding employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Assist other crafts in the alignment of the machinery. Effectively communicate with maintenance personnel machine operators and supervisors to safely and efficiently perform filer maintenance duties also have a good understanding of the facility procurement system and be efficient in the maintenance management systems reactive and preventative.

**Minimum Requirements:** Demonstrated advanced skills in all areas of filing and grinding, including knife grinding, roundsaw, and carbide fitting, measuring instruments, guide maintenance, filing equipment maintenance specifically in relation to the filing and grinding needs of the facility. Demonstrate skills in maintenance functions, including welding on saws. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate knowledge of the computer programs and parameters that control the operation of the filing machinery. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety. Be proficient in managing, maintaining and updating preventive & predictive maintenance system in the areas of filing.

### **Filer Technician**

**Description:** Ability to repair, troubleshoot, install and maintain saws and knives in the operation, including advanced proficiency in all of the following areas; roundsaws, or knives. Must demonstrate skill in fitting, benching and grinding. Advise/instruct other filing and grinding employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and

management staff, in addition to other mill maintenance duties. Assist other crafts in the alignment of the machinery. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform filer maintenance duties also have a good understanding of the facility procurement system and be efficient in the maintenance management systems reactive and preventative.

**Minimum Requirements:** Demonstrated advanced skills in all areas of filing and grinding, including knife grinding, roundsaw, and carbide fitting, measuring instruments, guide maintenance, filing equipment maintenance, specifically in relation to the filing grinding needs of the facility. Demonstrate skills in maintenance functions, including welding on saws. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate knowledge of the computer programs and parameters that control the operation of the filing machinery. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety. Be proficient in managing, maintaining and updating preventive & predictive maintenance system in the areas of filing.

### **Filer w/Spec Skill**

**Description:** Ability to repair, troubleshoot, install and maintain saws and knives in the operation, including advanced proficiency in at least two of the following areas; roundsaws, or knives. Must demonstrate skill in fitting, benching and grinding. advise/instruct other filing and grinding employees and serve as a source of information as needed; contact internal/external resources for trouble-shooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Assist other crafts in the alignment of the machinery. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform filer maintenance duties also have a good understanding of the facility procurement system and be efficient in the maintenance management systems reactive & preventative.

**Minimum Requirements:** Demonstrated advanced proficiency in at least two of the following areas; roundsaws, or knives. Demonstrate appropriate skills in filing and grinding, including knife grinding, roundsaw, and carbide fitting, measuring instruments, guide maintenance, filing equipment maintenance, specifically in relation to the filing grinding needs of the facility.

Demonstrate skills in maintenance functions, including welding on saws. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate appropriate knowledge of the computer programs and parameters that control the operation of the filing machinery. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **J Journeyman Filer**

**Description:** Ability to repair, troubleshoot, install and maintain saws and/or knives in the operation, including advanced proficiency in at least one of the following areas; roundsaws, and/or knives. Must demonstrate skill in fitting, benching and/or grinding. advise/instruct other filing and grinding employees and serve as a source of information as needed; contact internal/external resources for trouble-shooting and project purposes; and maintain communications with supervisors and management staff, in addition to other filer maintenance duties. Assist other crafts in the alignment of the machinery. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform millmaintenance duties reactive & preventative.

**Minimum Requirements:** Demonstrated advanced proficiency in at least one of the following areas; roundsaws, or knives. Demonstrate appropriate skills in filing and grinding, including knife grinding, roundsaw, and carbide fitting, measuring instruments, guide maintenance, filing equipment maintenance, specifically in relation to the filing and grinding needs of the facility. Demonstrate skills in maintenance functions, including welding on saws. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate appropriate knowledge of the computer programs and parameters that control the operation of the filing machinery. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Head Rolling Stock Mechanic**

**Description:** Duties include maintaining a clean and safe work environment; directing the shop in accordance with Cottage Grove's goal and instructions from the direct supervisor and other

duties in Note 1 (described earlier). Must demonstrate advanced skills to troubleshoot and repair all the facility's mobile equipment; have advanced proficiency in diesel mechanics, gas and propane engines and automotive electrical systems, including welding and fabrication, mobile hydraulics and pneumatics. Advise/instruct other rolling stock employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform rolling stock maintenance duties also have a good understanding of the facility procurement system and be efficient in the maintenance management systems reactive & preventative.

**Minimum Requirements:** Industrial Mobile Mechanic Card or equivalent. Demonstrated advanced skills in repairing and maintaining all mobile equipment, including welding and fabrication, mobile hydraulics and pneumatics. Must demonstrate logical problem-solving skills and react appropriately in upset situations. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Rolling Stock Mechanic / Special Skills**

**Description:** Must demonstrate advanced skills to troubleshoot and repair all the facility's mobile equipment have advanced proficiency in diesel mechanics, gas and propane engines and automotive electrical systems, including welding and fabrication, mobile hydraulics and pneumatics. Advise/instruct other rolling stock employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform rolling stock maintenance duties also have a good understanding of the facility's procurement system and be efficient in the maintenance management systems reactive & preventative.

**Minimum Requirements:** Industrial Mobile Mechanic Card or equivalent. Demonstrated skills in repairing and maintaining all mobile equipment, including welding and fabrication, mobile hydraulics and pneumatics. Must demonstrate logical problem-solving skills and react

appropriately in upset situations. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant).

Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Rolling Stock Mechanic**

**Description:** Ability to troubleshoot and repair all the facility's mobile equipment, have advanced proficiency in diesel mechanics, gas and propane engines and automotive electrical systems, including skills in two of the following welding and fabrication, mobile hydraulics or pneumatics. Advise/instruct other rolling stock employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform rolling stock maintenance duties also have a good understanding of the facility's procurement system and be efficient in the maintenance management systems reactive & preventative.

**Minimum Requirements:** Industrial Mobile Mechanic Card or equivalent. Demonstrated skills in repairing and maintaining all mobile equipment, also demonstrate skills in two of the following areas welding and fabrication, mobile hydraulics or pneumatics. Must demonstrate logical problem-solving skills and react appropriately in upset situations. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Head Machinist**

**Description:** Duties include maintaining a clean and safe work environment; directing the shop in accordance with Cottage Grove's goal and instructions from the direct supervisor and other duties in Note 1 (described earlier). Must demonstrate advanced skills in managing all aspects of the industrial machinist operations; produce CAD drawings and organize documentation of these skills. Have the ability to work from other plans, blueprints and drawings. Advise/instruct other machinist employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance

duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform machinist duties, also have a good understanding of the facility's procurement system and be efficient in the maintenance management systems reactive & preventative.

**Minimum Requirements:** Industrial Maintenance Mechanic (Machinist) card or equivalent. Demonstrated advanced skills in all machinist areas, including NC/CNC machines, boring mill, sharper/planer equipment, turret lathe, MIG, arc welding and metal spraying, grinding (internal, external, surface, tool cutter), specifically in relation to the industrial machinist needs of the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate advanced Auto- Cad and mechanical drafting design skills. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Machinist w/ Spec Skills**

**Description:** Must demonstrate advanced proficiency in the area of industrial machinist. Must demonstrate advanced skills in managing all aspects of the industrial machinist operations; produce CAD drawings as needed and organize documentation of these skills. Have the ability to work from other plans, blueprints and drawings. Advise/instruct other machinist employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform machinist duties also have a good understanding of the facility procurement system and be efficient in the maintenance management systems reactive & preventative.

**Minimum Requirements:** Industrial Maintenance Mechanic (Machinist) card or equivalent. Demonstrated advanced skills in all machinist areas, including NC/CNC machines, boring mill, sharper/planer equipment, turret lathe, MIG, arc welding and metal spraying, grinding (internal, external, surface, tool cutter), specifically in relation to the industrial machinist needs of the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate advanced Auto- Cad and mechanical

drafting design skills. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Machinist**

**Description:** Must demonstrate good proficiency in the area of industrial machinist. Must demonstrate good skills in managing all aspects of the industrial machinist operations; produce basic CAD drawings as needed and organize documentation of these skills. Have the ability to work from other plans, blueprints and drawings. Advise/instruct other machinist employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform machinist duties; also have a good understanding of the facility's procurement system and be efficient in the maintenance management systems, reactive & preventative.

**Minimum Requirements:** Industrial Maintenance Mechanic (Machinist) card or equivalent. Demonstrated good skills in all machinist areas, including NC/CNC machines, boring mill, sharper/planer equipment, turret lathe, MIG, arc welding and metal spraying, grinding (internal, external, surface, tool cutter) specifically in relation to the industrial machinist needs of the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate basic Auto-Cad and mechanical drafting design skills. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

### **Lubrication Technician**

#### Background

Per the memorandum of agreement signed July 6, 2015 a new job classification (Lubrication Technician) was added to the engineering department. The intent was to elevate the existing Lubricator positions into a position of higher training and skill to better fit the reliability needs of the facility. These new positions require a 2-year apprenticeship, where individuals would take part in industry standard lubrication and predictive maintenance technology training and certification. Responsibility for machine lubrication and predictive monitoring currently falls to this group.

## Proposed Changes

The company is proposing the addition of a dedicated PdM Technician role, with the intention of separating responsibilities between machinery lubrication and predictive monitoring. These roles not only require drastically different training, but also require a very different focus to operate successfully. Given this, it is the company's position that the two areas of focus should be broken up to better meet the reliability needs of the facility going forward.

## Lube Tech/PdM Program Changes

The company will have a dedicated PdM Technician role, with the intention of separating responsibilities between machinery lubrication and predictive monitoring. These roles not only require drastically different training, but also require a very different focus to operate successfully. Given this, the two areas of focus will be separated to better meet the reliability needs of the facility.

**Description:** Ability to troubleshoot, install and maintain all tribology systems in the operation. Must demonstrate skills in managing tribology for all the facility's equipment take oil samples and trend each piece of equipment to help prevent premature equipment failure; advise/instruct other employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform lubrication maintenance duties also have a good understanding of the facility procurement system and be efficient in the maintenance management systems reactive & preventative.

**Minimum Requirements:** Demonstrated advanced skills in all areas of tribology, including oil mist systems, automatic lubrication and drip systems. Stay current in the latest technology specifically in relation to the tribology preventive and predictive maintenance needs of the facility. Demonstrate basic knowledge of the computer programs and parameters that control the lubrication system for the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Must demonstrate logical problem-solving skills and react appropriately in upset situations. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

## **Fire Protection**

**Description:** Must demonstrate advanced proficiency in the area of fire protection, specifically in relation to the needs of the facility. The person in this classification is expected to maintain knowledge of building and fire codes. Advise/instruct other employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes; and maintain communications with supervisors and management staff, in addition to other mill maintenance duties. Effectively communicate with maintenance personnel, machine operators and supervisors to safely and efficiently perform mill fire protection maintenance duties also have a good understanding of the facility procurement system and be efficient in the maintenance management systems, reactive & preventative.

**Minimum Requirements:** Demonstrate ability to repair, install, or dismantle fire protection equipment for the facility. Demonstrate basic skills in mechanical maintenance functions, including welding and pipe fitting. Must demonstrate logical problem-solving skills and react appropriately in upset situations. Stay current in the latest technology, specifically in relation to fire codes and the fire protection and fire prevention system needs of the facility. Possess the skills necessary or have the ability to learn and use the maintenance management and procurement systems (CMMS & ActivPlant). Demonstrate knowledge of the fire alarm panel and computer programs and parameters that control the fire protection system for the facility. Demonstrate appropriate interpersonal communication skills with other plant personnel. Demonstrated commitment to safety.

## **Appendix F**

### **Annual Recreational Access Permits**

The Company will provide a 15% discount to Weyerhaeuser IAM District W24 employees who obtain an annual recreational access permit through the standard permitting process as outlined on the Weyerhaeuser Premier Outdoor Recreational Access website:

- Oregon/Washington only: <https://WYrecreation.com/permits>

Employees who secure an annual permit are eligible for the 15% reimbursement amount based on the following:

- Proof of purchase and request for reimbursement must be submitted to the Company/payroll no later than July 31.
- This program is exclusive to active Oregon/Washington employees and does not apply to retirees.
- The discount only applies to the initial Recreation Permit purchase and does not apply to any amenity sales that may be offered in the future.
- Program will not apply to any lease related offerings.

This permit discount program may be reviewed annually, and the Company retains the right to revise or eliminate as deemed necessary.

## Appendix G

### Memorandums of Agreement

The parties have signed the below MOAs, to be retained for reference. Where there is a conflict between these documents and the collective bargaining agreement language the Collective Bargaining Agreement prevails.

- Move from Company scalers to Contract Bureau scalers
- Pre-Apprentice Electrical Apprentice Program
- Hot Work
- ROTO Shift selection of Days-off Agreement



Cottage Grove Lumber 77629 S Pacific Highway Cottage Grove, OR 97424

### Memorandum of Understanding

Date: 03/15/2019

Re: Move from Company scalers to Contract Bureau Scalers

Note: This document is to renew the agreement originally signed on 03/10/2016

Background: As part of the 2 year extension of the current (2012-2016) contract, the Union has agreed the Company will move to Contract Bureau scalers as the current scalers either accept the severance package offered, retire, bid off, or leave the scaler position for any other reason.

Plan: It is the Company's intention, when one scaler remains (after attrition as noted above), the shift will be specified and the Company and the Union shall negotiate a wage for a weighmaster rate to cover the hours of operation beyond the specified straight time schedule of the last remaining Scaler.

When no scalers remain, The scaler position will then be eliminated. The Company will then post for bid the weighmaster position on the open shift.

Agreed to on May 7 / 19 by an authorized representative of the Company and the Union.

For the Company:

Brent Czaban  
Brent Czaban, Unit Manager

For the Union:

Tom McGill  
Tom McGill, Head Steward

Intent:

Build a pool of individuals who have successfully completed the Engineering and Electrical apprenticeship selection process. These individuals would take electrical trade related classes from the local colleges which would further advance their scope of technical knowledge.

Classes would be selected from a curriculum outline agreed to by the Union and the Company, and available to all Electrical Team members.

Principles:

1. Utilize the existing Engineering and Electrical testing process
2. Course options are made from a pre-determined curriculum outline

	LCC Courses (2017-2018)	Credits
Stage #1	APR 190 Theory 1	4
	APR 191 Theory 2	4
	WTH 065 Elementary Algebra or Board required prerequisite	4
Stage #2	BT 123 MS EXCEL for Business	4
	CIS 101 Computer Fundamentals	4
	CS 120 Concepts of Computing: Information Processing	4
	CS 170 Introduction to Computer Networks	4
	CS 188 Wireless Networking	4
	CIS 287 Microcomputer Hardware	4
Stage #3	APR 251 Pneumatics	5
	APR 252 Hydraulics	5

Note: Pre-requisite courses will be reimbursed achieving a "B" grade or better, but will not account for credit requirements

3. Tuition and required course outlined book costs are reimbursed by the company, upon successfully achieving a "B" grade or better in each individual class
4. Non-paid study and class time
5. The Pre-Apprentice candidates are required to achieve a minimum of 36 credits in a 3 years plus two full terms time period, with no less than 4 credits per year being achieved. Failure to achieve the required 36 credits will result in removal and disqualification from the program. Exceptional circumstances will be considered on a case-by-case review by management.

Process:

1. Pre-Apprentice Electrical apprenticeship posting is put up
2. Testing and selection follows the current practice
3. Initially, up to 4 positions will be filled
4. Plant seniority carries into the Pre-Apprentice pool
5. Individuals will remain in the pool as Pre-Apprentice candidates with the expectation they achieve 12 credits in their first year and an additional 12 credits in their second year of being in the pool
6. Selection out of the Pre-Apprentice pool will be based on Plant Seniority. If there is a business need individuals will be drawn from the Pre-Apprentice pool regardless of credits completed.

Brent Czaban  
Brent Czaban  
For: Weyerhaeuser College Grove  
Date: Aug 6/19.

Tom McHugh Tom McHugh  
Tom McHugh  
For: W246, IAM&AW  
Date: Aug 6/2019

Aug 3/17.  
Date:

## Memorandum of Agreement

Weyerhaeuser Company, Cottage Grove Operations makes this agreement with the International Association of Machinist and Aerospace Workers, Woodworkers Local Lodge W246 in regards to Hot Work Training Program.

### *Hot Work Training Program*

**PURPOSE:** The purpose of this document is to establish procedures for enrollment into the Hot Work Training Program, policies, standards, course requirements, implementation and associated opportunities allowing for non-probationary period hourly employees in good standing to gain engineering skills in order to assist maintenance personnel in hot work.

**GENERAL:** Weyerhaeuser, Cottage Grove Lumber institutes the Hot Work Training Program affording qualified hourly Cottage Grove employees the opportunity to learn hot work skills. Upon satisfying program requisites employees receive certification and are permitted to assist the Engineering Department in hot work in-line with their qualification when time and opportunity permits.

### 1. Candidate Prerequisites

A. All Weyerhaeuser Cottage Grove non probationary hourly employees are eligible for enrollment in the program.

#### B. Safety

##### 1. Candidates must:

a. Be in good standing.

1. In compliance with the requirements for entering in Engineering Department apprenticeship as outlined by contract.

b. Complete the following Int/acs:

- Oxy-Acetylene Safety – Maintenance
- Iron Worker
- Incipient Fire
- Fire Safety
- Hot Works operator
- Fire Watch
- PAI

c. Possess a current fire watch certification.

d. Attend Hot Work Training Program orientation.

1. Orientation is conducted quarterly.
  - a. Demonstrable safe behavior throughout training.
2. Candidates found in violation of safe practices before, during or after training may be subject but not limited to removal from the program at the discretion of maintenance leadership and team members.

C. Training

1. Candidates:

- a. Are not required to possess formal training prior to pursuing enrollment into the program.
- b. Are not required to secure equipment for on-site training and examination.
- c. Pursuing off-site training requires personal equipment and material purchased at the expense of the employee.
- d. Number of candidates in the course at any time is limited to six (6).
- e. Candidates are required to complete training within six (6) months.

2. Trainers:

- a. Must be Journeyman Millwrights.
- b. Train employees on a voluntary basis.
- c. Are scheduled through Maintenance Team Leader or Maintenance scheduler.

2. Qualification:

A. Qualification is attained through the following options:

1. Challenging the course:

- a. Enrolled employees may challenge the course by passing the Millwright skills test given to outside hires.
1. Skill tests are scored by a four person panel consisting of two (2) Journeyman Millwrights at special skills or tech level and two (2) Maintenance Leaders.

2. Employees are limited to one (1) opportunity to challenge the course.

3. Successful completion of the outside hire skills test results in immediate qualification and associated opportunities.

4. Unsuccessful trainees may complete the course via on or off-site training.

2. On-site training requires:

- a. Minimum 20 hours of on-site training with Journeyman Millwright.
- b. Successful completion of outside hire Millwright skills test(s).

3. Trainees determine when they are prepared to demonstrate skills.

- a. Skills test dates and times are scheduled through the Maintenance Team Leader or Maintenance Scheduler.

3. Offsite training requires:

- a. Completion of an approved Lane Community College welding course or equivalent.
1. Expense of classes is paid out of pocket by employee.

h. Successful completion of select Millwright skills test(s).

3. Training Availability:

A. Training is available to all shifts through individual scheduled training, and open training sessions.

1. Open training sessions occur weekly during day shift and are available to all enrolled personnel.

2. All training is off-shift and unpaid.

B. All training is scheduled through the Maintenance Team Leader or Maintenance Scheduler.

4. Qualified Employee Opportunities:

A. Upon successful completion of on or off-site training or course challenge testing graduates are permitted to assist the Engineering Department in hot work in compliance with their qualifications.

B. Qualified Team Members may be scheduled for maintenance windows and shutdowns when opportunity permits and receive step one millwright apprentice wage.

1. Qualified Team Members are scheduled by seniority as per the contracted overtime agreement.

2. Qualified Team Members may be scheduled to assist in hot work if maintenance personnel are unavailable.

5. Point of Contact for this Memorandum is the Maintenance Team Leader or Engineering Superintendent.

Agreed to on May 7/19 by an authorized representative of the Company and the Union.

For the Company:

Brent Czaban  
Brent Czaban, Unit Manager

For the Union:

Tom McHughill  
Tom McHughill, Head Steward

#### ROTO Shift selection of Days-off Agreement (MOU)

ROTO shifts are a shift posture which provide for incremental increases of production volume. But then ensure they result in the Team having a variety of individual schedules in order to accommodate a 39.5 hour work week or less greater than 36 hour operating schedule.

When a ROTO shift schedule is adopted, the following criteria will be determined in order to identify days off for an individual's work week schedule.

#### Scheduling limitations:

These limitations can be flexed at the Team Leader's discretion, if there is adequately trained and cross skilled staffing in place.

#### Sawmill:

- 1 Quad, PTC, and the Handy will each have a different day off
- 2 When 2 managers are staffed, they cannot have the same day off

#### Planer Mill:

- 1 Two Planer Operators cannot have the same day off
- 2 Value Tech and Gleder cannot have the same day off

#### Selection process:

When a ROTO shift is initiated or revised:

- Selection of days off will be by Department Seniority
- Laborers, including Permanent Laborers, selection of days off will be by Plant Seniority

When a vacancy on an existing ROTO is posted, it will be posted for the shift and days worked.

#### Implementation:

- 1 Annually, during the first full calendar week of each year, selection of days off on a ROTO shift will occur following the process outlined above.
- 2 Training will be guided towards getting seniority individuals onto their desired schedule as soon as possible.
- 3 The target is to implement scheduled days off changes by 1/31, but training needs may extend implementation to 2/21.

3:53p

(IA)

2022-06-10  
WZ

Brent Gleder

**Appendix H**  
**Wage Schedule**

Date	6/1/2022	6/1/2023	6/1/2024	6/1/2025
<b>Increase</b>	<b>5.50%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>2.50%</b>
<b>DESCRIPTION</b>	<b>RATE</b>			
Eng Dual Card Journey	38.320	39.470	40.655	41.670
Eng Dual Card Spec Skills	40.080	41.280	42.520	43.585
Eng Dual Card Tech	41.840	43.095	44.390	45.500
Eng Dual MW/LME Journey	35.375	36.435	37.530	38.470
Eng Dual MW/LME Spec Skills	38.320	39.470	40.655	41.670
Eng Dual MW/LME Tech	40.080	41.280	42.520	43.585
Eng Elect App 1	27.460	28.285	29.135	29.865
Eng Elect App 2	27.785	28.620	29.480	30.215
Eng Elect App 3	28.110	28.955	29.825	30.570
Eng Elect App 4	28.440	29.295	30.175	30.930
Eng Elect App 5	28.755	29.620	30.510	31.275
Eng Elect App 6	29.840	30.735	31.655	32.445
Eng Elect App 7	31.710	32.660	33.640	34.480
Eng Elect App 8	33.570	34.575	35.610	36.500
Eng Elect Journey Card	37.695	38.825	39.990	40.990
Eng Elect Journey Head	41.200	42.435	43.710	44.805
Eng Elect Spec Skills	38.625	39.785	40.980	42.005
Eng Elect Tech	39.900	41.095	42.330	43.390
Supervising Electrician	43.040	44.330	45.660	46.800
Eng Elect App AA	29.995	30.895	31.820	32.615
Eng Filer App 1	25.890	26.665	27.465	28.150
Eng Filer App 2	26.755	27.560	28.385	29.095
Eng Filer App 3	27.625	28.455	29.310	30.045
Eng Filer App 4	28.490	29.345	30.225	30.980
Eng Filer Journey	33.455	34.460	35.495	36.380
Eng Filer Spec Skills	36.030	37.110	38.225	39.180
Eng Filer Tech	37.315	38.435	39.590	40.580
Eng Filing Journey Head	36.510	37.605	38.735	39.705
Eng Fire Protection	29.405	30.285	31.195	31.975
Eng General Common Area	23.790	24.505	25.240	25.870
Eng General Finish Area	23.790	24.505	25.240	25.870
Eng General Log Yard Area	23.790	24.505	25.240	25.870
Eng General Sawmill Area	23.790	24.505	25.240	25.870
Eng General Shipping Area	23.790	24.505	25.240	25.870
Eng IMM App 1	25.890	26.665	27.465	28.150
Eng IMM App 2	26.320	27.110	27.925	28.625
Eng IMM App 3	26.755	27.560	28.385	29.095

Eng IMM App 4	27.195	28.010	28.850	29.570
Eng IMM App 5	27.625	28.455	29.310	30.045
Eng IMM App 6	28.050	28.890	29.755	30.500
Eng IMM App 7	28.490	29.345	30.225	30.980
Eng IMM App 8	28.930	29.800	30.695	31.460
Eng IMM Head	39.815	41.010	42.240	43.295
Eng IMM Journey	33.455	34.460	35.495	36.380
Eng IMM Spec Skills	36.030	37.110	38.225	39.180
Eng IMM Tech	37.570	38.695	39.855	40.850
Eng Lube Tech App 1	25.890	26.665	27.465	28.150
Eng Lube Tech App 2	26.755	27.560	28.385	29.095
Eng Lube Tech App 3	27.625	28.455	29.310	30.045
Eng Lube Tech App 4	28.490	29.345	30.225	30.980
Eng Lube Tech Journey	33.455	34.460	35.495	36.380
Eng Lube Tech Spec Skills	36.030	37.110	38.225	39.180
Eng Lubricator	29.405	29.405	30.285	31.195
Eng Machinist App 1	25.890	26.665	27.465	28.150
Eng Machinist App 2	26.320	27.110	27.925	28.625
Eng Machinist App 3	26.755	27.560	28.385	29.095
Eng Machinist App 4	27.195	28.010	28.850	29.570
Eng Machinist App 5	27.625	28.455	29.310	30.045
Eng Machinist App 6	28.050	28.890	29.755	30.500
Eng Machinist App 7	28.490	29.345	30.225	30.980
Eng Machinist App 8	28.930	29.800	30.695	31.460
Eng Machinist Journey	33.455	34.460	35.495	36.380
Eng Machinist Journey Head	35.205	36.260	37.350	38.285
Eng Machinist Spec Skills	36.030	37.110	38.225	39.180
Eng Outside Utility Cleanup	25.100	25.855	26.630	27.295
Eng PDM Journey	31.340	32.280	33.250	34.080
Eng PDM Spec Skills	33.920	34.940	35.990	36.890
Eng PDM Tech	35.985	37.065	38.175	39.130
Eng Rolling Stk App 1	25.890	26.665	27.465	28.150
Eng Rolling Stk App 2	26.320	27.110	27.925	28.625
Eng Rolling Stk App 3	26.755	27.560	28.385	29.095
Eng Rolling Stk App 4	27.195	28.010	28.850	29.570
Eng Rolling Stk App 5	27.625	28.455	29.310	30.045
Eng Rolling Stk App 6	28.050	28.890	29.755	30.500
Eng Rolling Stk App 7	28.490	29.345	30.225	30.980
Eng Rolling Stk App 8	28.930	29.800	30.695	31.460
Eng Rolling Stk Mtc Journey	33.455	34.460	35.495	36.380
Eng Rolling Stk Mtc Jrny Head	37.315	38.435	39.590	40.580
Eng Rolling Stk Spec Skills	36.030	37.110	38.225	39.180
Finish 05 Forklift	25.005	25.755	26.530	27.195

Finish 10 Planer Step 4	27.730	28.560	29.415	30.150
Finish 15				
Chip/Cleanup/Planer	24.370	25.100	25.855	26.500
Finish 20 Grader	26.755	27.560	28.385	29.095
Finish 25 Grader Head	30.005	30.905	31.830	32.625
Finish 30 Process Optimizer	27.730	28.560	29.415	30.150
Finish 35 Utility	24.665	25.405	26.165	26.820
Finish 40 Strapper/Shed Pack	24.665	25.405	26.165	26.820
Finish 45 Handy Person w/Adder	27.735	28.565	29.420	30.155
Finish 55 Cleanup	23.790	24.505	25.240	25.870
Finish 80 Laborer	23.705	24.415	25.145	25.775
Finish 85 New Hire	23.705	24.415	25.145	25.775
Finish 90 PFC	29.355	30.235	31.140	31.920
Finish Product Prep/Bander	25.170	25.925	26.705	27.375
Finish Product Preparer	25.170	25.925	26.705	27.375
Finish Value Tech	29.120	29.995	30.895	31.665
Log Yard Check Scaler	30.180	31.085	32.020	32.820
Log Yard Scaler	30.180	31.085	32.020	32.820
Log Yard Scaler Export	30.180	31.085	32.020	32.820
Log Yard Shovel/Stacker Exp	29.270	30.150	31.055	31.830
Log Yard Scaler Trainee 1 Yr	28.005	28.845	29.710	30.455
Log Yard Scaler Trainee Step 1	25.100	25.855	26.630	27.295
Log Yard Shovel/Stacker	29.270	30.150	31.055	31.830
Log Yard Small Stacker	27.405	28.225	29.070	29.795
Operations Laborer	23.705	24.415	25.145	25.775
Operations New Hire	23.705	24.415	25.145	25.775
Operations Safety Coord Step 1	25.620	26.390	27.180	27.860
Operations Safety Coord Step 2	26.755	27.560	28.385	29.095
Operations Safety Coord Step 3	28.005	28.845	29.710	30.455
Operations Safety Coord Step 4	30.005	30.905	31.830	32.625
Operations Utility Cleanup	25.100	25.855	26.630	27.295
Sawmill 01 PFC	29.355	30.235	31.140	31.920
Sawmill 05 Barker Deck	25.170	25.925	26.705	27.375
Sawmill 10 Merch Cut Up Line	26.165	26.950	27.760	28.455
Sawmill 15 Ramey Cut Up Util	25.005	25.755	26.530	27.195
Sawmill 25 Board Edger Opt	25.170	25.925	26.705	27.375
Sawmill 30 Gang-Sherman Edger	25.170	25.925	26.705	27.375
Sawmill 35 Drop	25.170	25.925	26.705	27.375

Sawmill 40 Trimmer Optimizer	25.170	25.925	26.705	27.375
Sawmill 45 Sorter Chaser	24.665	25.405	26.165	26.820
Sawmill 50 Stacker	24.665	25.405	26.165	26.820
Sawmill 55 Forklift	25.005	25.755	26.530	27.195
Sawmill 60 Chiphouse/Clean Up	24.665	25.405	26.165	26.820
Sawmill 65 Clean Up Helper	23.790	24.505	25.240	25.870
Sawmill 70 Handy Person	27.735	28.565	29.420	30.155
Sawmill 90 Laborer	23.705	24.415	25.145	25.775
Sawmill 95 New Hire	23.705	24.415	25.145	25.775
Sawmill Quad	27.730	28.560	29.415	30.150
Shipping Clerk	29.355	30.235	31.140	31.920
Shipping Clerk Handy	29.355	30.235	31.140	31.920
Shipping Customer Svc Carline	25.005	25.755	26.530	27.195
Shipping Customer Svc Handy	26.015	26.795	27.600	28.290
Shipping Forklift	25.005	25.755	26.530	27.195
Shipping Laborer	23.705	24.415	25.145	25.775
Shipping New Hire	23.705	24.415	25.145	25.775
Shipping Product Preparer	25.170	25.925	26.705	27.375



**From:** [iamsurveyadmin](#)  
**To:** [DataInfoGroup](#)  
**Subject:** SRF-5  
**Date:** Friday, November 22, 2024 1:01:10 PM

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**Survey Start Date:** Friday, 22 November 2024 12:46:03

**Survey Completed Date:** Friday, 22 November 2024 12:59:57

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## IAMAW SRF-5

### CONTRACT DETAILS

Submitted by:

Jeff Wagner

Submitted by Title:

(i.e., *Business Representative*)

Business Representative

Email Address:

[jeff@iamw24.org](mailto:jeff@iamw24.org)

Employer Industry

Forest Products & Printing

Effective Date

06/01/2022

Expiration / Amendable Date

05/31/2026

Sector

Private (Non-Government)

Statute

NLRA

Does the contract contain a provision for ...

Check-Off Dues Yes

Check-Off MNPL / MCPL No

Check-Off Guide Dogs No

Is this a ...

First Agreement

Master Agreement

Coordinated Bargaining Agreement

Aerospace (Related)

Health Care (Related)

Service Contract Act (Related)

Products Manufactured / Services

Lumber Products

Association (if applicable)

Not Answered

## **IAMAW SRF-5**

### **SITE DETAILS**

*If the contract covers more than one site, please provide data for sites individually.*

Employer

Weyerhaeuser

Tradestyle Operation / Division

Not Answered

Former employer name

*If applicable.*

Not Answered

Work Place Address

77629

City

Cottage Grove

State / Province

OR

Zip Code

97424

Reported # of Barg Unit Employees at Site

195

Reported # of IAM Members in Unit at Site

195

Union Status

Dues Required / Agency Fee

Corporate Address (If different from Work Place Address)

200 Occidental Ave, Seattle, WA 98104

Parent Company Name

Not Answered

Ultimate Parent Company Name

Not Answered

NAIC **[FOR IAM S.R. USE ONLY]**

*(To be completed by IAM S.R. Staff)*

Not Answered

District Lodge

W24

Local Lodge

W246

Territory / Territories

Western

Does this contract cover other site(s) not yet listed?

No

## **IAMAW SRF-5**

### **WAGE DETAILS**

Average Hourly Wage (\$)

*If the bargaining unit wages are annual salaried classifications, divide the annual by 52 weeks and then by 40 hours.*

\$31.09

Wage Memo

Not Answered

## General Wage Increases and/or Lump Sum Payments

Please indicate if \$ or %. If no increase is negotiated, please enter "Zero"

	Effective Date	Category	Amount	Memo
First	06/01/2022	General Wage Increase (%)	5.5%	
Second	06/01/2023	General Wage Increase (%)	3%	
Third	06/01/2024	General Wage Increase (%)	3%	
Fouth	06/01/2025	General Wage Increase (%)	2.5%	
Fifth				
Sixth				

Is there a COLA Clause?

No

If yes, what is the formula?

Not Answered

## IAMAW SRF-5

### OCCUPATION DETAILS

Occupation(s)

Farming, Fishing & Forestry

## IAMAW SRF-5

### HEALTH CARE / BENEFITS DETAILS

Employee Premium Contribution

Name	Date Rate Effective	Coverage Tier	Amount Type	Amount	Frequency	Memo
1 Health Plan	06/01/2022	Employee Only	Dollar (\$)	\$12	Bi-Weekly	
2 Health	06/01/2022	Employee + 1	Dollar (\$)	\$24	Bi-	

Plan					Weekly
3 Health Plan	06/01/2022	Family	Dollar (\$)	\$32	Bi-Weekly
4					
5					
6					
7					
8					
9					
10					

## IAMAW SRF-5

### EMPLOYEE SAVINGS DETAILS

	Formula	Contribution Type
1 401(k) / Savings Plan for New Hires	Percentage	Employer Contribution
2 401(K) / Savings Plan	Percentage	Employer Matching Contribution
3		

## IAMAW SRF-5

### PENSION DETAILS

#### Pension / Retirement

	Name	Date Rate Effective	Category	Amount Type	Amount	Frequency	Memo
1	Single Employer Pension Plan	06/01/2022	Employer Contribution	Amount (\$)	\$53.50	Per Year of Service	
2							
3							
4							
5							

## IAMAW SRF-5

### OTHER UNIONS ON SITE

Name(s)

Not Answered

Memo

none

**IAMAW SRF-5**

**CONTRACT LANGUAGE DETAILS**

Type(s) of Contract Language

Please select all that apply

Apprenticeship Program

Memo

Not Answered

**IAMAW SRF-5**

**ADDITIONAL COMMENTS AND/OR DETAILS**

Additional Comments and/or Details

Not Answered

**IAMAW SRF-5**

**UPLOAD CONTRACT DOCUMENT**

Please attached an electronic version of the Contract here.

Cottage Grove 2022-2026 CBA (1).pdf - 4 MB

For security reasons, this link will expire after 168 hours. [Download File](#)