

**Longview Lumber Operations**

**WORKING  
AGREEMENT**

**between**

**WEYERHAEUSER COMPANY**  
**Softwood Lumber**  
**Longview, Washington**

**and the**

**WOODWORKERS LOCAL  
LODGE W536**

**International Association of Machinists  
and Aerospace Workers**

**Affiliated with American Federation of Labor**

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**2022-2026**

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# **WORKING AGREEMENT**

## **MILL OPERATIONS**

### **GENERAL PURPOSE OF AGREEMENT**

The general purpose of this Agreement is in the mutual interest of the Company and the employees of the operation hereinafter mentioned and to secure for the Company and the employees the full benefit which may be derived from orderly and legal collective bargaining.

**WHEREAS**, the parties hereto desire to establish the standards of hours of labor, rates of pay, and other conditions under which the covered employees shall work for the Company at Longview, Washington and desire to regulate the mutual relations between the parties hereto, during and under the terms of this Agreement.

**NOW, THEREFORE**, this Agreement entered into originally on the 24<sup>th</sup> day of June 1941, and revised effective the first day of June, 2022, for a four (4) year period, through May 31, 2026, is made by and between Weyerhaeuser Company, Western Lumber, Longview, Washington herein called the "Company" and International Association of Machinists and Aerospace Workers, Woodworkers Local Lodge W536, affiliated with the AFL-CIO, herein called the "Union", witnesseth:

### **ARTICLE 1 – RECOGNITION**

The Company recognizes the International Association of Machinists and Aerospace Workers, Woodworkers Local Lodge W536, as the sole collective bargaining agency for all production and maintenance employees in the Longview Mill Operations who were certified by the National Labor Relations Board in its Certification dated April 14, 1941 (referenced herein for historical purposes only), and including, without limitation, temporary and part time employees who are employed in bargaining unit jobs in its Longview Mill Operation, Longview, Washington, excluding supervisors, clerical and office employees.

### **ARTICLE 2 – 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 or her gender, race, color, religion, national origin, age, physical or mental disability, 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 and Medical Leave Act, or their state and local counterparts.

## **ARTICLE 3 – 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 in 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 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 this 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 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 thirty-one (31) days after the effective date of the foregoing provisions for present employees who are not members of the Union and thirty-one (31) days after the date of hire for all employees after the effective date of said provisions.
- I. **DOL Reporting Requirements: Do 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 4 – 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 authorizations 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 15<sup>th</sup> and January 31<sup>st</sup> of any year. The Local Union shall notify the Company of the amount of its initiation fees and 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 Financial Secretary.

Deduction 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 15<sup>th</sup> and January 31<sup>st</sup> or any year.

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Signature of Employee

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Social Security Number

Date

- C. The Company will notify promptly the appropriate Local Union of the names of all employees from whom it receives 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 15<sup>th</sup> 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 amounts actually deducted by it conforming to the authorizations received by it. The Company's obligation to remit such amounts to the Union shall be fully discharged by payment to the person so designated, until such designation is revoked in writing.

## **ARTICLE 5 – ADJUSTMENT OF COMPLAINTS**

- 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. In the event there is a disagreement between the Union and the employee involved as to whether the grievance is valid, the Union may file the grievance together with a statement that it be held in abeyance to permit the individual to appeal to the Local Union membership. If the Company is not advised in writing within (30) days from the date of the filing of the grievance that the Union feels there is a valid grievance, no further action shall be taken on the grievance filed.
- 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(s) (with his/her shop steward) shall present the grievance to his/her immediate supervisor within eight (8) days of the date and time of the occurrence of the event giving rise to the grievance, or eight (8) days from the date and time such event should have been known, or it shall be deemed waived. If the issue is not resolved eight (8) days after the grievance is so presented, it shall be reduced to writing and signed by the employee(s) and the supervisor; then

**Step 2a:** Such written grievance shall be presented to the department manager within eight (8) days of the date when reduced to writing and signed by the parties. The department manager shall schedule a meeting

with the employee and/or his/her shop steward within eight (8) days to discuss the grievance.

Step 2b: If the issue is not resolved five (5) days from the step 2a meeting, it shall 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 Plant 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 fifteen (15) days from the date of the last meeting at this step, or it may be assumed that the Company has granted the grievance.

- C. If no settlement is reached in Step 3 above and the Plant Committee desires to pursue the matter further, it may refer the grievance to arbitration as provided for below. The Union will have (10) days after the next monthly Local Lodge meeting to notify the Company that they will arbitrate the grievance.
- 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 trip rate, setting price, 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 his/her 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 Company. Such waiver by the Union, or granting by the Company, 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 6 – STRIKES AND LOCKOUTS**

- A. During the life of this Agreement, the Union agrees that there shall be no strike, and the Company 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.
- C. At no time shall the Union employees be required to act as strike breakers or cross lawful, primary picket lines. Employees whose work is essential to a plant protection during a shutdown shall stay on the job until such a time as the plant is secure but no longer than the end of their shift.
- D. 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 7 – PLANT COMMITTEES**

- A. The Company shall appoint a Standing Committee of three (3) individuals which shall represent the Company, all of whom shall be and remain regularly employed at the operation covered by this Agreement. The Company Standing Committee shall include representation from all parts of the operation. In the event of resignation, disability, or death of any member of the Committee, his/her successor shall be appointed by the Company within two (2) days' time.
- B. The Union employees shall elect from its local membership a Standing Committee of three (3) (and one (1) alternate) which shall represent its

members. The Union will encourage representation from all parts of the operation.

- C. There will be one (1) scheduled Standing Committee meeting per month. The Company will pay in the same manner as now being paid.

## **ARTICLE 8 – SHOP STEWARD ELECTIONS**

Union officials will have access to the plant for the purpose of conducting Shop Steward Elections. It is understood that these elections will not be held during working hours.

## **ARTICLE 9 – HIRING, SUSPENSION, AND DISCHARGE**

- A. The Company has the right to hire new employees and to discipline employees for just cause. On request of the employee or the Union, the Company 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 discharge. The Company may, on a case-by-case basis, offer an employee a last chance agreement in lieu of termination. If offered by the Company, any such last chance agreement shall be in place for the next forty-eight (48) months worked by the employee.
- B. Progressive Discipline Steps (Steps may be bypassed due to the severity of the infraction.)
  1. Verbal Warning
  2. Written Warning
  3. Disciplinary Warning with/without suspension
  4. Termination
- C. When warned, it shall be in the presence of a shop steward or committee member so that the committee shall have opportunity to correct employees' alleged misconduct, if in their judgment the allegation is well founded.
- 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 employees' file, but only for historical purposes

## **ARTICLE 10 – SAFETY PROGRAM**

- A. **Safety Principles**

1. It is the objective of the parties to this Agreement to maintain high standards for safety in the Mill Operations in order to eliminate industrial accidents.
2. The Company and the Union agree that each employee is responsible for his/her own safety and has an obligation to look out for the safety of their team members. We recognize that each employee is responsible and accountable for their own safety.
3. The Company and the Union agree that all persons working on the Longview plant site drive safety focus and safety direction.

## **B. Required Safety Behaviors**

The Company and the Union agree that all employees must routinely engage in the following safety-related behaviors:

1. Intervene whenever they identify an unsafe working condition or someone working at risk, both individually and within their work group;
2. The Union supports the use of discipline to correct unsafe behavior, provided discipline is administered in accordance with just cause; and,
3. Promptly report to their supervisor all instances of pain or soreness, injuries and incidents, including near miss incidents.

## **C. Committees**

There shall be established a Top Safety Committee. The Company and Union Top Safety Committee will be charged with formulating the safety policy that will be enforced throughout the entire Mill Operation. The Top Safety Committee recommends that subcommittees be established in mutually agreed to departments with an appropriate number of members representing the Union and the Company from each of the departments therein. The union will elect/appoint employees in establishing the Top Safety Committee. We will attempt to achieve a cross section of the mill departments.

## **D. Meetings**

1. The Top Safety Committee shall meet at least once per month. The frequency, date, hour, and place of meetings shall be determined by joint action of the Top Safety Committee. Time spent in safety meetings by Union committee persons shall be paid for by the Company at straight or overtime rate, whichever would be applicable under existing contracts, laws and regulations.
2. The Top Safety Committee recommends a standard agenda for safety committee meetings.

## **E. Settlement of Disputes**

1. Any dispute as to an unsafe working condition or unsafe equipment will be resolved by the Superintendent and the Top Safety Committee.
2. In the event the issue is not resolved in #1 above, the subject will be referred to the next Top Safety Committee meeting.
3. In the event the Top Safety Committee disagrees upon questions relating to safety covered by state laws, safety codes, and rules and regulations issued thereunder; then the question shall be referred to the proper state department for its decision and any such decision thus rendered shall be binding upon both parties.

#### **F. Safety Ground Rules**

The Union and Company Top Safety Committee has the authority and responsibility to jointly establish Safety Ground Rules which are binding when signed by both parties, provided they are not in conflict with the Working Agreement. The establishment of these Safety Ground Rules shall be exempt from and outside the purview of Section E of this Article.

#### **G. Pay for First Aid Classes**

1. The Company has the option of either training employees who must have a first aid card during their regular working hours or having them trained outside of regular working hours.
2. In either case, employees who must have a first aid card will be paid their regular classification rate of pay for actual time spent in training, with overtime pay as applicable.

#### **H. Maintenance Coveralls/Coats**

1. The Company will reimburse for the cost of maintenance clothing and/or laundry service not to exceed \$300 annually.

#### **I. Rain Gear and Rubber Boots**

The Company will have available high visibility rain gear and rubber boots for each employee whose duties require work to be done outside during inclement weather.

#### **J. Safety Incentive Programs**

Effective with ratification of this agreement, existing safety incentive programs may be modified or terminated by the Company.

#### **K. Safety Boots, Safety Glasses and Molded Hearing Protection**

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
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.

Molded earplugs will be replaced every other year as requested.

## **L. Fitness Center Reimbursement**

Employees will be eligible for reimbursement of gym membership fees or dues of not more than \$125/year reimbursed annually.

The Company reserves the right to rescind or modify this benefit at any time for economic reasons or if an alternate fitness benefit is offered.

## **ARTICLE 11 -- WORK GROUPS**

Longview operations shall be organized around work groups. The intent of this Article is to describe the employee's responsibility within those teams and the principles of team operation.

The Company shall have the right to alter the structure and composition of work teams/job groupings in the Plant in the Company's sole discretion, subject to prior consultation with the Standing Committee.

### **Responsibilities of Employees in Work Groups**

Employees may be assigned to specific tasks within the team as their primary responsibility, according to their seniority, ability, qualifications and experience. Additionally, each team member is also responsible for the following:

- Safety (his/her own, and that of all Longview team members)
- Housekeeping
- Maintaining smooth product flow
- Minor Machine maintenance and adjustment
- Maintaining machine "up time"
- Maintaining appropriate product quality
- Learning additional skills according to the group training plan
- Working together cooperatively and harmoniously

### **Principles of Work Group Operation**

Employees assigned to work teams will perform in accordance with the following principles:

- Employees generally work in groups, and will work together cooperatively to achieve group and plant goals, to resolve issues and disputes within the team, and to address safety and/or behavioral issues and violations within the team
- Employees will flow to work within their groups
- Each group member will be competent to perform all required jobs and tasks of their work group.
- Each group will manage its own work assignments and will ensure that team members rotate between jobs with sufficient regularity and consistency to ensure that group members maintain and enhance their competency in all aspects of the group's work, under all operating conditions, and as is appropriate for ergonomic purposes. Group members will ensure that the benefits and burdens are shared amongst them equitably.
- Any employee having the skill may perform minor routine maintenance work which does not require the skills of a mechanic or millwright, such as, but not limited to:
  - Machine repairs (tighten bolts, replace hoses, replace guards, minor machine adjustments, etc.) which can be performed safely
  - Put conveyor chains back on sprockets (if unbroken)
  - Lubrication
  - Painting
  - Operating forklifts and mobile equipment
  - Using any tool or item of mill equipment except those restricted by the Company
  - Assisting maintenance personnel

Each employee in a job grouping must, after training, perform all tasks within that job grouping. Employees on a team will be assigned (by rotation or otherwise, as determined by management) through the various tasks in the job grouping in order to maintain their knowledge and skills.

Although employees will work primarily within their own team/job grouping they may also work at other tasks or in other areas, and the rules for temporary assignments will apply.

Footnote: For greater clarity, while employees will be trained to perform work outside their regular jobs (group and non-group) to facilitate on-shift relief and flow-to-work, the right to permanent job vacancies in group jobs can only be obtained through a job posting.

## **ARTICLE 12 – EMPLOYEE RESPONSIBILITIES**

1. All employees have a primary job group they bid to; that seniority is for job placement, overtime, and shift preference.

Production employees will be trained to operate multiple equipment centers within their work grouping, and job rotation will be required within work groups.

2. All employees are expected to perform to their greatest level of ability at all times in any job assignment to maximize operating efficiency and productivity. Employees will be given training to become proficient on group jobs<sup>1</sup>. After training, such employees can be utilized on jobs they are capable of doing.
3. Production employees shall perform minor maintenance as identified in Article XI - Work Groups up to their capability, including oiling, and shall assist maintenance employees as required.
4. All employees, both maintenance and production, will perform preventative maintenance checks, minor repairs, quality checks, and keep records and perform paperwork, including electronic record keeping to the level of their ability.
5. All employees will carry and use radios as needed.
6. Mill cleanup and housekeeping is the responsibility of all employees. Downtime is clean-up time. Employees are expected to perform cleanup anywhere in the operation.
7. Employees will be responsible for all safety and protective equipment provided by the Company.
8. There is no paid personal clean-up time.

## **ARTICLE 13 – SENIORITY**

- A. The parties recognize the principles of seniority and competency for employees of over one-hundred-twenty (120) calendar days. After a new employee has served the one-hundred-twenty (120) day probationary period, their seniority will date back to the date of hiring, unless an additional one-hundred-twenty (120) day probationary period is requested by the Company and mutually agreed upon by the Union and the Company. The Company will monitor the employee and report weekly to the appropriate union official.
- B. The Company shall post and fill vacancies for each job grouping.
- C. Where a regular job becomes vacant, the successful bidder shall take the job. Where a job becomes vacant, the opportunity will be posted and the senior applicant shall be awarded the opportunity and shall be trained.
- D. Should an employee initially selected for a job based on the foregoing criteria fail to demonstrate the competency required for satisfactory performance of the job to which he/she has been provisionally placed, he/she shall revert to his/her former position without prejudice and without any loss of seniority rights.

At the time of the initial hiring, the Company shall determine the employee's initial competency to perform within each job grouping, and will assign the employee to the appropriate increment step. The Company may grant competency outside the specific Job Grouping into which the employee is hired.

Those current employees that bid or bump into the Plant Utility position shall retain their department seniority.

- E. Seniority in the entry level wage classification is plant wide. There will be no bumping in this classification other than through curtailment.
- F. The seniority and competency of an employee shall give them preference to any job that is vacant in any department. Department seniority in each classification shall be the basis for job placement. Nothing in this clause shall infringe the Company's right to temporarily transfer employees within the entry level wage classification.
- G. An employee who, within the same or another department, bids to a department in which they previously earned seniority shall (upon accepting a posting) retain all prior earned seniority.
- H. No seniority shall be established in a classification (i.e. job grouping) or department until the employee holds a regular job in that classification and department. An employee who is appointed to a regular job shall have his/her seniority rights backdated to the date of the posting.
- I. Vacancies created by employees taking vacation will be filled when and where they occur by competent employees on shift.
- J. The Company will train employees, with due regard to seniority, on shift to provide competent relief on a "senior may, junior must" basis. Sign up lists for training opportunities will be compiled periodically by management.
- K. In cases of significant change or layoff, the following procedure will be followed:

**Step 1: Current Classification/Group Seniority – on shift**

In slack work periods or for other reasons, employees who are reduced in their job or job groupings can bump the junior employees in that job or job grouping, on shift, within department. After one (1) day, employees can progress to Step 2.

**Step 2: Department Seniority – either shift**

After all moves are made in Step 1 (on the 2<sup>nd</sup> day) employees will utilize reverse line of progression within department and shall retain all prior earned seniority. If an employee does not have prior earned seniority in other job or job groupings in the department, then the employee would bump the junior employee in department before they go to Step 3.

### **Step 3: Prior Classification/Group Seniority**

After all moves are made in Step 2 (after 10 work days have lapsed from day of layoff) employees will utilize their prior classification seniority to regress through reverse line of progression throughout the plant site and shall retain all prior earned seniority.

Employees on layoff shall be recalled by classification seniority prior to a job being bid if they held a posting on the job being bid. If no employee on layoff has a posting for the job being bid, the employee shall be recalled by plant seniority. If the Company has not been notified of a protest within seven (7) work days, there will be no basis for a grievance. Notification to the Company would be filing a written grievance form and processing it through the grievance procedure.

### **Step 4:**

A curtailed employee who has exhausted all classification seniority may bump the junior employee on the plant site.

#### Curtailment – Maintenance Crafts

- MRM
- MRE
- MRS
- Lubrication Technician
- Production/Maintenance Helper
- Filer

In the case of reduction of crewing in any Classification in the Maintenance Department, they will not be able to use their Department Seniority, Sub Article K – Step #2 to bump any other craft in the Maintenance Department. Therefore, progressing to Steps #3 or #4 of the Curtailment Process.

#### Curtailment – Maintenance Leads, Planner and Process Control

In the case of reduction of the above Maintenance Job Classifications, any person holding one of these positions for a period of (1) year or more, would be curtailed to the MT Level for their Craft. In the case of an employee outside of one of the Maintenance Crafts promoted to one of these Job Classifications, this employee would use Reverse Line of Progress, per the contract.

L. 1. In transferring from one department to another for, an employee will not carry with them the department seniority they have accumulated. They will have thirty (30) days to determine if they wish to remain at the new position and likewise the Company shall determine within this 30-day period if they are suited for the job. After the 30-day period has elapsed, the employee cannot bump back except as outlined above. These provisions also apply if the parties have mutually agreed to extend the 30-day period.

2. Employees temporarily transferred between departments or within departments by the Company or by Joint Plant Committee action for the convenience or benefit of the Company or the employee, retain their seniority in the same manner as if they had not been transferred. No temporary transfer shall be over fifteen (15) working days.
- M. 1. Employees having the most classification seniority shall have first right to fill permanent openings in their current classification on other shifts.
  2. When employees within a classification are curtailed from a shift, first the employees working temporarily on that shift shall be curtailed and second, junior employees within that classification shall be curtailed.
- N. Where a regular job opening occurs, the job vacancy shall be posted. The job shall be filled on a temporary basis by a competent employee(s) on shift on a "senior may/junior must" basis until such time as a competent successful bidder is trained.
- O. An employee working in a job above the basic wage classification cannot pick out and bump into a specific post or machine within the classification unless the specific post becomes open, although no transfer shall take place until a permanent replacement can be made but every effort shall be made to obtain a replacement sooner. Employees shall flow-to-work within their job groupings.

**P. Job Training – Production Jobs**

1. In order to support and encourage employee growth and development and to simplify the filling of vacancies, the Company will adopt a job training program.
2. The Company will determine the skills, abilities and qualifications required for each job.
3. The Company shall maintain, by department, a competency list showing the current posted job holders for each job grouping and competent relief employees (those who have successfully completed training under the job training program).
4. Competent employees may be used for relief purposes and shall be appointed to temporarily fill regular vacancies that arise on a "senior may, junior must" basis. In assigning relief work, the Company shall have the right to use straight time where practicable.

**Q. Job Posting Procedure**

1. All jobs shall be posted except those appointed by management (specifically Quality Assurance, Chargehands, Lead Grader, QA Tech,

Utility Grader, ATL's, Maintenance Planners, Maintenance Leads, Process Control Technicians, and PM Coordinator).

2. The successful bidder will be given proper training for their work group in a timely fashion, not to exceed 180 calendar days from the closing date of the posting. After proper training the successful bidder will be paid the rate of the work group when assigned to relieve.
3. The department bid and the plant wide bid will be combined to all posted jobs. Postings shall be placed in each department for seven (7) calendar days. For regular job vacancies, the base wage of the vacancy and the shift shall be on the posting.
4. The successful bidder will be given a thirty (30) day trial period to become fully qualified. The trial period can be extended by mutual agreement. If, within the trial period, the employee self-disqualifies (i.e. decides they cannot do the job, or if, for any reason, it is unsatisfactory to them), they will be returned to their old job status. If an employee self-disqualifies during the trial period he/she will be exempt from bidding for a period of twelve (12) months from the date of posting. It is further understood that if within the trial period, the Company feels that said employee is not satisfactory to do the job, they shall be returned to their former job status. The twelve (12) month period does not apply where the Company disqualifies the employee.
5. Where an employee holding a job has his/her regular job curtailed and is laid off, the job shall be posted and filled from those employees who remain working. If the employee is later recalled, he/she will be placed in a job in accordance with the curtailment and recall provisions.
6. An employee cannot bump back to their former job except as provided for in the lay-off procedures.
7. In the event of absence due to health reasons, leave of absence, or vacations during the time a vacancy was posted, an employee may, within five (5) working days after returning to work, review any bid and hold the option to assume any regular job which they could have bid except for absence.
8. Employees may fill vacancies on other shifts based on their classification job group seniority and shall not be considered a bid.
9. If there is no bid on any job posting, the Company may assign any employee suitable. They shall then have the same status as if they had been the successful bidder. The application of this provision shall be governed by "senior may, junior must".
10. After successfully completing and qualifying for any bid, seniority shall be from the day of the initial bid.
11. Upon release, the disabled employee returns to the job and shift they left. The chain of moves involved is reversed (unrelated regular, full-time

openings and/or curtailments which may have occurred must be taken into consideration).

12. Employees who bid to a prior classification and pick up prior seniority cannot gain an advantage due to the disability opening. When the moves are reversed, they are subject to the provisions above.
13. Employees who are displaced due to the moves being reversed will be treated as curtailed from the classification involved and are subject to recall to the next opening unless they have subsequently taken a side bid, in which case they may elect to stay in the side bid.
14. Each employee may have no more than four (4) successful bids per year, unless extended by mutual agreement of the Company and Union Standing Committee.

## **ARTICLE 14 – HOURS OF WORK**

The work week shall be from Monday to Sunday. The Company may schedule hours of work and/or change the work week provided employees directly affected are given at least seven (7) calendar days notice of such change. Where less than seven (7) days notice is provided, employees directly affected shall receive rate and one-half for hours worked during the applicable notice period. The Company will notify the Union Standing Committee Chairperson of such changes.

Changes to individual employee work schedules to meet operational requirements shall not be subject to the notice requirements set out above. The supervisor shall give the individual employee(s) affected as much notice as is possible in the circumstances.

Revisions to schedules shall be for good reasons relating to operational needs and shall not be based on arbitrary or capricious reasons.

Employees shall be provided a fifteen (15) minute rest break as close to the middle of each half shift as can be arranged. The fifteen (15) minute limit shall be inclusive of all time away from work. (e.g. travel to and from work station, restroom usage, smoke break, etc.)

The Company retains the right to schedule all or any part of the operation on a continuous basis twenty four (24) hours per day, seven (7) days per week, but will discuss the specific work schedule with the Union Standing Committee prior to any such scheduling.

The Company shall have the right to reschedule lunch periods in cases of breakdown or other changes in the work schedule up to one (1) hour either side of the established lunch period, provided such changes do not conflict with the Company's obligations under wage and hour laws.

Any employee who immediately prior to a work schedule change has just completed his/her regular work schedule without having taken two (2) days off

shall, upon request, be granted two (2) consecutive days off prior to assuming the new schedule, provided he/she is not the junior competent employee. If the employee is the junior competent employee and is required to work, he/she shall be paid at time and one-half for the time worked on the days in question.

## **ARTICLE 15 – OVERTIME**

- A. Days worked outside the normal work schedule, as well as hours worked on Sunday as such, 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 bereavement 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.
- B. Daily overtime will be paid only after an employee has completed his/her regular shift schedule.
- C. Employees working overtime will be paid the rate of the job they are working.
- D. Overtime payment will be computed based on hours worked to the 1/10 of an hour.

### **E. Limitation of Hours**

The number of hours an employee can work will be limited as follows:

1. Employees may work a maximum of two consecutive shifts, or up to 18 hours, within a 24-hour period of time, except as limited by No. 2 below.
2. Shifts that have to be split because of No. 1 above will be split at lunch
3. An employee's first responsibility is to cover his/her own regular shift.

### **Examples:**

5 x 8 schedule – Could work two 8-hour shifts for 16 hours.

4 x 10 schedule – Could work one and one-half 10-hour shifts for 15 hours. Split would be made at lunch break.

12-hour schedule – Could work one and one half 12-hour shifts for 18 hours. Split would be made at lunch break.

- F. There shall be no pay for time not worked. Should a senior employee be overlooked in the allocation of overtime, the Company will schedule such employee to provide the opportunity to work overtime on the next schedule available to him/her to offset the overtime hours lost. This provision is subject to the following conditions:

1. The employee must notify supervision within five (5) working days of the infraction.
2. Productive work will be provided within ten (10) working days of the resolution of the infraction. If the employee rejects the work offered during this period, the Company will be relieved of the obligation to provide further overtime to fill its commitment and the issue will be considered closed.
3. In providing productive work, the Company will not infringe on the seniority rights of other employees.
4. The ten (10) work day provision may be extended by mutual agreement.

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

H. There shall be no discrimination against any employee who declines to work overtime or on holidays. An employee who does not wish to work overtime or on holidays should give the Company reasonable notice in advance.

I. 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 or grievance settlement unrelated to the working of such overtime.

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

K. Employees hired with the understanding that work on holidays shall be a regular part of their work week shall not be governed by the above provisions in this Article.

L. The Company may schedule up to four (4) additional hours per month (exclusive of other overtime work) outside the regular schedule for meetings and training sessions. A minimum of two weeks notice will be given the schedule or cancel the additional hours. No meeting or training session will be scheduled on this basis for more than two hours in one week. Once scheduled, the hours shall be considered guaranteed hours unless that particular shift is cancelled in total. Pay will follow terms and conditions of the collective agreement

## **ARTICLE 16 – LEAVES OF ABSENCE**

A. Leaves of absence extending over a period of more than two (2) weeks must be given in writing and in no case be issued for more than three (3) months; provided, however, they may be extended upon agreement between the Company and the Union. This will in no way mean that

employees can absent themselves from their jobs during this two-week period without justifiable reasons.

- B. Seniority begins with the last employment date. Any employee leaving the employ of the Company at their own accord or if they are discharged for cause shall lose all seniority. This shall not apply when employees secure written leaves of absence and return to the employ of the Company within the period of time covered by the leave of absence. Leaves of absence, injury, or illness shall not be cause for loss of seniority and the Company may require evidence of illness or injury.
- C. 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. All such leaves of absence shall be granted in writing by the Company and a copy of the letter granting such leave shall be filed with the Union and the Employee.
- D. Employees elected to public office will be granted leaves of absence in the same manner as outlined in Paragraph M. above except that it must be a full time position and for a period not to exceed one full term in office.
- E. All such leaves shall be granted in writing by the Company, and a copy of the letter granting such leaves shall be filed with the Local Union and the Company.
- F. Any employee conscripted or inducted into military service of the United States of America shall retain seniority rights in conformity with the Federal Law.
- G. Absence due to Layoff

Seniority and the employment relationship shall be broken and terminated if an employee is laid off for a period of twenty-four (24) months. Employees will be responsible to keep the Company updated of their current contact information.

#### H. 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 17 – RATE OF PAY FOR AN EMPLOYEE SHIFTED FROM ONE JOB GROUPING TO ANOTHER**

If work of a higher paid job grouping is temporarily required of any employee, they shall receive the wage of the job grouping to which they have been assigned and for as long a time as they occupy that position.

No employee shall be subject to censure when assigned to a job grouping for which they have not been properly trained. If an employee is temporarily shifted to any position paying a lower wage than they have been receiving, no reduction in wage shall be made, but in case the employee's services are no longer required in their class of employment, the Company may, with the employee's consent, instead of laying them off, transfer them to any other position vacant and fix the wage according to the position. In the event the employee declines transfer and takes layoff, the Company shall not be obligated to recall them until work again becomes available in their permanent job grouping.

## **ARTICLE 18 – SKILL-BASED PAY SYSTEMS**

- 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.

Shipper Lead receives \$1.80 on Shipper 2 rate

These positions (Chargehand and QA) will be appointed by management (i.e. these jobs will not be subject to bid), as required

### Mandatory Increment Steps

Employees must progress through each increment to become competent in the job grouping. Employees who do not become and remain competent in all aspects of the job grouping shall be subject to disqualification from the job grouping.

#### Group "A", "B" and "C" Job Grouping

Level 1: Base rate for job grouping (ability to competently perform the specific entry level job in the job grouping)

Level 2: Full competency to perform all jobs in job grouping

Level 3: Full competency to perform all jobs in job grouping and/or all business and minor maintenance skills within the job grouping

**Sawmill Group "D" Requirements (including, but not limited to)**

Level 1 – proficiency responding to upsets, machine center locations, tool and equipment use

Level 2 – D1, edgers or gang, 1 job in Group C, knife changes on 2 of 3 chippers

Level 3 – D2, all Group C, edgers and gang, 1 of 7 jobs in Group A, knife changes all chippers

Level 4 – D3, primary breakdown or merchandiser cab, and 2 of 7 jobs in Group A

\$1.00 per hour cab adder for management appointed Merch and Primary Breakdown Cab Operators

**Shipping Department**

Shippers will flow-to-work as directed within the Shipping Department

Overtime work within the department shall be offered to competent Shippers in order of seniority.

The Company will train Shippers to become competent in other tasks by seniority from amongst those expressing interest in enhancing their competency. The Company shall maintain a competency list, outlining those work assignments each Shipper is competent to perform.

All prior agreements and practices in the Shipping Department shall be void.

**Kiln Department**

In accordance with current practices, when TEO's are not being utilized in the Kiln Department, they may be required to flow-to-work in other parts of the operation.

**Maintenance**

Maintenance employee who's normally assigned shift includes both Saturday and Sunday, will receive a shift differential of \$2.00 for all hours worked on their normally scheduled days.

Down Time Crew Maintenance Lead roles may include a \$1.00 per hour adder

Run Time Crew Maintenance Lead roles may include a \$2.00 per hour adder

These adders are not intended for any other maintenance lead and/or management appointed roles

**Maintenance Areas**

Areas	Areas
Sawmill Merchandiser	Planer 18/19 Infeeds (including slowdowns)
Primary Infeeds and Breakdown	Landing Tables/Sorter
Primary Gang Edgers	Planer Stackers/Strapper/Shipping
Board Edgers	Kilns/Stick Machine/Rough Trim

Trimmer, Sorters and Stackers	Mobile Equipment - Lumber
Residuals Systems	Plant Support/Machinists

## **B. Individual Reward Systems**

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

**C. Time reporting will be in increments of one-tenth (1/10) of an hour.**

## **D. Wage Closure**

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.

## **E. Wage Scales**

The Company shall immediately post existing wage scales for all job classifications in the operation, or at the Company's option shall immediately mail the list of such wage scales to the Local Union and the District Office. These lists shall be kept up to date.

## **F. Payday, Itemization, and Deductions**

The Company shall establish one payday each two weeks. Such paydays shall be fourteen (14) days apart and the payday shall not be more than ten (10) days after the end of the preceding payroll period. On each payday, the Company shall furnish to each employee an itemized statement of all payroll deductions. The Company agrees to allow M.N.P.L. voluntary payroll deductions.

## **G. Shift Differentials**

1. In addition to the established wage rates, the Company shall pay a night shift differential of one dollar (\$1.00) per hour, to all employees working a shift in which one half or more of the hours fall after 6 P.M. or prior to 6 A.M.
2. The graveyard or third shift differential shall be one dollar (\$1.00) per hour worked.

## **H. Rate Adjustment**

If during the term of this Agreement any new jobs are added to a job grouping or substantial changes made in the content of any existing job or job grouping, the Company shall establish a temporary rate for such job grouping, and the Union shall meet within ninety (90) days with the Company for the purpose of establishing a permanent rate for such job grouping.

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.

**I. Shipping Tool Maintenance Raise over Shipping Pay**

The parties agree to \$1.00/hour added to the Shipper 2 wage with the understanding the adder would only be paid when the maintenance work is being performed.

**J. Direct Deposit**

Where allowable by state law, employees must receive pay through direct deposit (at no cost to the employee), or through an alternative paperless method (e.g., pay card) as offered at the sole discretion of the Company/Weyerhaeuser.

**ARTICLE 19 – FINAL PAY**

The final pay for voluntary quits or involuntary terminations is payable on the next regular pay day.

**ARTICLE 20 – MAINTENANCE**

A Maintenance Apprentice Committee shall be established and shall make recommendations regarding number of apprentices and the apprenticeship training program. The Company will utilize the apprenticeship to train journeymen from within to fill anticipated vacancies. The Company shall determine the number of apprentices and skills required at any one time. If openings occur due to unforeseen vacancies or the program is unable to support sufficient apprentices, journeymen may be hired. Regarding appointing of apprentices, when all qualifications are equal the senior applicant will be given the opportunity.

A maintenance employee may be certified in one or more trades, in accordance with their training and qualifications.

All employees will be required to develop and maintain basic maintenance skills and competencies necessary to make minor repairs and perform minor maintenance (some examples are: tighten/replace fasteners and bolts; adjust, remove and replace guards; remove and replace hoses and fittings; lubricate equipment; put chains back on; and assist maintenance employees), help do preventative maintenance, fill out records and track data, as required. Only those employees training to become maintenance tradespersons shall participate in the formal apprenticeship program. Production employees required to perform

maintenance work will have the necessary tools made available by the Company and shall perform maintenance work under the established maintenance management system.

All maintenance employees will work together in a safe and timely manner to ensure the mill's continuous operation. Multi-skilled maintenance employees will be trained, and will flow to work to provide a flexible maintenance team.

Maintenance employees will seek assistance from production employees when and as is appropriate to assist them in carrying out maintenance and repairs.

Maintenance employees will be trained and qualified to operate production equipment and will be required to do so periodically. Department seniority of production employees will be exhausted prior to assignment of maintenance personnel for scheduled production shifts and overtime runs. It is the intent that maintenance personnel are utilized in this capacity as a last resort.

Maintenance employees will also be required to operate mobile equipment to transport parts and supplies to and from job sites at the mill.

The Company may utilize externship employees in the maintenance functions to the extent than no more than two (2) are on site at the same time. Such employees shall be required to comply with the provisions of Article III and IV of the collective bargaining agreement. These extern employees will have all the rights and benefits under the Labor Agreement except they will not accumulate or retain any seniority, they will not be eligible for any holidays occurring during their period of employment, they will accrue no vacations, are not eligible for overtime that would displace, or otherwise deprive of opportunities, regular full time employees and may be terminated for unsatisfactory work performance without progressive discipline. If there is a need for curtailment of operations, extern employees will be curtailed, laid off, or terminated before any regular employee is affected. The Company shall continue to utilize internally recruited apprentices in the apprenticeship programs for all functions and Externships shall not impact the number of apprenticeships offered or the frequency of such offering.

Extern employees will be classified as such and their employment will terminate no later than twelve (12) months after initial start date.

Externs who request regular employment following their temporary employment will only be considered after they have met all of the pre-employment qualifications for regular new hires. Extern employees who later accept regular positions will not receive seniority credit for any temporary employment.

## **ARTICLE 21 – APPRENTICESHIP PROGRAM**

After completing the apprenticeship program, an employee agrees to remain in the department for a minimum of three (3) years.

Employees that are selected in the Apprenticeship Program will retain the higher of their current rate of pay or the apprenticeship rate, whichever is higher, until such time that the apprenticeship rate exceeds their current rate.

## **ARTICLE 22 – REPORTING PAY**

No time lost during any working day shall be deducted from the employee's wages if the employee is retained on the job. No lost time shall be made up. 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. 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.

(Note: The two (2) hours minimum pay clause shall not be taken advantage of by the Company to work employees two (2) hours only and then dismiss them.)

## **ARTICLE 23 – 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 three hours at their regular straight-time rate or pay for the hours actually worked, whichever is greater.

## **ARTICLE 24 – 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 from their regular scheduled shift as a result of serving on the jury. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury service.
- 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. Second shift employees will not be required to report for work on any day they have performed jury service for more than one-half day. Third shift employees will not have to report for work on the night before they are scheduled for jury duty and shall be paid as outlined above. (The intent in the above is to give the option to third shift employees to either have the shift before service off or the shift following service off, as they so choose.) Hours paid for jury duty will be counted as hours worked for the purpose of computing vacation pay, health and welfare and pension contributions and overtime.
- C. 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 25 – 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 attending the bereavement. Said employee will be compensated at their regular straight

time hourly rate for hours lost from their regular schedule up to a maximum of ten hours per day, for 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 26 – HOLIDAYS**

A. The following shall be recognized as paid holidays for qualified employees: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve (December 24), Christmas Day, New Year's Eve (December 31), and New Year's Day.

1. The Company shall designate a tenth holiday by March 1<sup>st</sup> of each year. In the absence of such designation, the additional holiday will be a floating holiday. The company will not schedule the floating holiday during weeks when the Company has scheduled vacation.
2. The eleventh holiday will be an individual floating holiday. It shall be the employee's responsibility to give the supervisor adequate advance notice. Employees must receive approval prior to taking the requested floating holiday. Management will approve floating holiday requests subject to operational needs.
3. Paid holidays recognized by this Agreement shall be observed on the days established by Congress for Federal employees.
4. **Computation of Holiday Pay** – Holiday pay shall be eight (8) hours pay per holiday, computed on the basis of an employee's regular straight-time hourly rate in effect at the time of the holiday, including any applicable shift differential, if regularly assigned. For those employees working shifts other than an 8-hour shift, holiday pay will be for scheduled hours for regular work days and eight (8) hours for non-scheduled days.
5. Qualified employees working on a paid holiday shall be paid an additional one and one-half times their regular rate of pay for the hours worked on the shift designated as the holiday shift.

B. An employee is qualified for holiday pay 1) if they have at least thirty (30) days' seniority prior to the holiday, and 2) works the last regularly; and 3) the employee returns to work on his/her next scheduled shift after the paid holiday. Protected leave (e.g. FMLA, WA Sick Leave, etc.) when taken the day before or after the holiday shall not be considered a regularly

scheduled day, for holiday pay qualification. The second qualification 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 may be given in cases of emergency. Verbal leave of absence may be given for up to three (3) days by the supervisor. Leave of absence for more than three (3) days must be in writing, signed by the Company and for paid holiday 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 employees on the regular payday for the period in which such holiday occurs.

C. No payment will be made for any holiday that occurs in any month after an employee's retirement date.

D. 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.

E. No lost time due to holidays shall be made up on Saturday.

F. When a holiday falls within a week the Company has scheduled for vacation, employees will be permitted to take a day off during a one hundred twenty (120) day period after the holiday. Pay for the holiday will continue 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.

G. Employees who work on a scheduled holiday shall be permitted to take an unpaid day off during a ninety (90) day period after the holiday, to be scheduled by mutual agreement so as not to disrupt operations.

H. The Company will not schedule floating holidays during weeks when the Company has scheduled vacation.

## **ARTICLE 27 – 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.

#### 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 18	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—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 28 – 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):
  - a. \$300 – Individual
  - b. \$600 – Family (employee +1)

## **ARTICLE 29 – ALCOHOL AND DRUG TESTING**

### **INTRODUCTION**

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

#### **A. Work Rules**

1. 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:
  - a. Use, possess, dispense or receive alcohol, intoxicants or controlled substances (drugs) on Company premises or while engaged in Company business.
  - b. Report to work with any measurable amount of 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.

2. 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
3. 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.

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

1. 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.
  - a. The current EAP will remain in effect. Changes will not be made in the EAP without prior consultation with the Union.
  - b. Medical care expenses are covered as provided by the Joint Health and Welfare Trust.
  - c. Counseling information is available by contacting the Company Personnel Manager.
  - d. Weekly accident and sickness benefits are covered under the provisions of the Joint Health and Welfare Trust.
  - e. Leaves of absence will be made available for treatment and counseling.
2. 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, the results of treatment, and counseling shall be kept strictly confidential.

**C. Testing Policy**

1. 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.
  - a. 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 is reasonable to conclude from the circumstances that the presence of drugs or alcohol was a causative factor.*
  - b. 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.
  - c. The supervisor's reasonable grounds must be confirmed by another Company representative.

2. 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 forgo the test if the employee voluntarily consents to obtaining assistance through the Employee Assistance Program and immediately enters into a written referral agreement.
3. The Company shall initially 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 that 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.
4. Employee representatives and/or the employee will have the opportunity to review the testing procedures.
5. All samples which test positive will be confirmed using a gas chromatography/mass spectrometry test or a superior or equally reliable test if same becomes reasonably available.
6. 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 or 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 Company representative, a designated Union representative, or a designated legal representative.
7. 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.
8. 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.
9. The use of Rapid Results Drug Testing process is acceptable. Such process shall be done by third party providers and shall not replace the process used for positive tests.
10. As 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.

**D. Referral Agreement**

1. 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.
2. 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.
3. 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.
4. 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.
5. Employees who test positive will be evaluated by certified addiction counselors, so certified by the appropriate certification board of either Washington or Oregon.

**E. Union Liability**

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

**F. Duration**

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

## **ARTICLE 30 – RETIREMENT PLAN**

- A. The amended Retirement plan is subject to the terms and conditions hereafter set forth in this Article 30. 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.
  1. Effective October 31, 2022, increase the benefit to \$53.50/month per year of service.
  2. Current participation in the Defined Benefit Pension Plan will continue to accrue years of service for eligible participants in the Defined Benefit Pension Plan.
- B. All new hires and rehires will receive a 5% Company retirement contribution in their Weyerhaeuser 401(k) plan:
  1. Contributions will begin the first full paycheck following (60) days.
  2. Contributions will be vested per the vesting table below.
  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.

## **ARTICLE 31 – RETIREMENT SAVINGS**

- A. 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:
  1. Eligibility: Hourly employee of the Company.
  2. Employee Contributions: Employees may contribute up to what the federal law allows of straight-time pre-tax earnings to the plan.
  3. Company Matching Contribution: The company will add fifty cents (\$.50) for each one dollar (\$1.00) that employees contribute out of the first 5% of their pay deferred.
  4. 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:

**Years of Service Vesting**

0-2	0%
2	10%
3	20%
4	40%
5	60%
6	80%
7	100%

5. Employees have a choice of investment funds.

6. A detailed plan summary will be furnished to Union negotiating committees.
7. If corporate economic conditions deteriorate in all Company businesses to the extent that the Board of Directors place a moratorium on Company matching contributions, on a company-wide basis, such moratorium will be applicable to those covered under this agreement.

## **ARTICLE 32 – STATE SICK LEAVE**

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 33 – PAST PRACTICE WAIVER-ESTABLISHMENT OF FUTURE PRACTICES**

- A. Upon signing this agreement, the parties agree that all past practices heretofore created between them shall cease to exist and will no longer be precedent binding upon either party for any purpose. Only those practices established after this agreement is signed shall be operative precedent between the parties, and each of them respecting matter arising after this agreement is signed, provided however no practice shall be established contrary to the term of the agreement.

## **ARTICLE 34 – REVISION AND TERMINATION**

- A. This Agreement hereto 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 any succeeding June 1 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 purpose of revision or for possible renewal of the Agreement.
- D. If no agreement is reached by June 1, 2026 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. 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.
- F. Except as noted above, all opening provisions of this Agreement are hereby waived by each of the parties hereto 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.

#### **ARTICLE 35 – CLOSURE OF ISSUES**

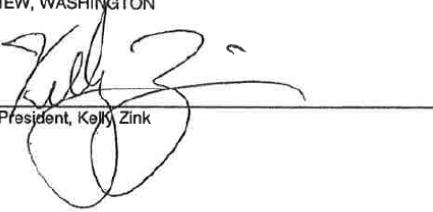
- A. All issues upon which authority to negotiate was delegated by locals to the Woodworkers District I of the IAM & AW and the CIC or their designate representatives, not covered herein, are withdrawn and closed for the term of this Agreement.
- B. Other issues opened either by the locals or the Company not included in this Settlement Agreement or incorporated by reference are withdrawn for the term of this Agreement if unresolved at the time that this Settlement Agreement is ratified, and the Union serves notice of such ratification.
- C. All articles not specifically amended by this Agreement shall remain as written.

IN WITNESS WHEREOF, the parties to this instrument have executed the same, by their officers and agents hereunto duly authorized, the 24<sup>th</sup> day of May 2023.

WEYERHAEUSER COMPANY  
SOFTWOOD LUMBER  
LONGVIEW, WASHINGTON

By   
Unit Manager, Brian Phipps

INTERNATIONAL ASSOCIATION OF  
MACHINISTS AND AEROSPACE WORKERS  
WOODWORKERS LOCAL LODGE W536 AFL-CIO  
LONGVIEW, WASHINGTON

By   
IAM President, Kelly Zink

## Appendix – Wage Schedules

Maintenance Wages					
Job Title	5.5%	3.0%	3.0%	2.5%	
<b>Millwright, Electrician, Mechanic &amp; Machinist</b>	1-Jun-22	29-May-23	3-Jun-24	2-Jun-25	
Journey Person	\$ 33.760	\$ 34.775	\$ 35.820	\$ 36.715	
MRX 1	\$ 34.290	\$ 35.320	\$ 36.380	\$ 37.290	
MRX 2	\$ 34.815	\$ 35.860	\$ 36.935	\$ 37.860	
MRX 3	\$ 35.345	\$ 36.405	\$ 37.495	\$ 38.430	
MRX 4	\$ 35.870	\$ 36.945	\$ 38.055	\$ 39.005	
MRX 5	\$ 37.455	\$ 38.580	\$ 39.735	\$ 40.730	
Mtc Technician	\$ 39.480	\$ 40.665	\$ 41.885	\$ 42.930	
<b>Dual Trade MW/Elec</b>					
DT1	\$ 40.620	\$ 41.840	\$ 43.095	\$ 44.170	
DT2	\$ 41.675	\$ 42.925	\$ 44.215	\$ 45.320	
DT3	\$ 42.730	\$ 44.010	\$ 45.330	\$ 46.465	
<b>Lubrication Techs</b>					
LT1	\$ 30.070	\$ 30.970	\$ 31.900	\$ 32.700	
LT2	\$ 30.800	\$ 31.725	\$ 32.675	\$ 33.490	
LT3	\$ 31.650	\$ 32.600	\$ 33.580	\$ 34.420	
LT4	\$ 34.430	\$ 35.465	\$ 36.530	\$ 37.445	
<b>Management Appointed Positions</b>					
Mtce Planners	\$ 42.075	\$ 43.335	\$ 44.635	\$ 45.750	
Mtce Leads	\$ 42.075	\$ 43.335	\$ 44.635	\$ 45.750	
Journey PDM Tech	\$ 42.075	\$ 43.335	\$ 44.635	\$ 45.750	
Process Control Tech	\$ 42.075	\$ 43.335	\$ 44.635	\$ 45.750	
<b>Electrical/Millwright Apprentice</b>					
1	\$ 28.695	\$ 29.560	\$ 30.445	\$ 31.210	
2	\$ 29.330	\$ 30.215	\$ 31.120	\$ 31.900	
3	\$ 29.960	\$ 30.865	\$ 31.790	\$ 32.585	
4	\$ 30.595	\$ 31.515	\$ 32.465	\$ 33.275	
5	\$ 31.230	\$ 32.165	\$ 33.135	\$ 33.960	
6	\$ 31.865	\$ 32.820	\$ 33.805	\$ 34.650	
7	\$ 32.495	\$ 33.470	\$ 34.475	\$ 35.340	
8	\$ 33.130	\$ 34.125	\$ 35.150	\$ 36.030	
Journey	\$ 33.760	\$ 34.775	\$ 35.820	\$ 36.715	
Electrical Extern	\$ 27.960	\$ 28.800	\$ 29.665	\$ 30.405	
<b>Filer</b>					
Filer - Journeyperson 1	\$ 32.895	\$ 33.880	\$ 34.895	\$ 35.765	
Filer - Journeyperson 2	\$ 33.660	\$ 34.670	\$ 35.710	\$ 36.605	
Filer - Journeyperson 3	\$ 34.515	\$ 35.550	\$ 36.615	\$ 37.530	
Filer - Journeyperson 4	\$ 35.795	\$ 36.870	\$ 37.975	\$ 38.925	
Filer - Journeyperson 5	\$ 37.095	\$ 38.210	\$ 39.355	\$ 40.340	
<b>Filer Apprentice</b>					
Filer Trainee 1	\$ 25.660	\$ 26.425	\$ 27.220	\$ 28.640	
Filer Trainee 2	\$ 26.645	\$ 27.445	\$ 28.270	\$ 29.740	
Filer Trainee 3	\$ 27.630	\$ 28.460	\$ 29.315	\$ 30.840	
Filer Trainee 4	\$ 28.620	\$ 29.475	\$ 30.365	\$ 31.940	
Filer Trainee 5	\$ 29.275	\$ 30.155	\$ 31.060	\$ 32.675	
Filer Trainee 6	\$ 30.265	\$ 31.170	\$ 32.110	\$ 33.780	
Journey	\$ 32.895	\$ 33.880	\$ 34.895	\$ 35.765	

Operations Wages												
	5.5%			3.0%			3.0%			2.5%		
	1-Jun-22			29-May-23			3-Jun-24			2-Jun-25		
Job Title	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
General Helper - Lead	\$ 27.245			\$ 28.060			\$ 28.900			\$ 29.625		
General Helper - Lumber	\$ 24.255	\$ 25.060		\$ 24.985	\$ 25.810		\$ 25.735	\$ 26.585		\$ 26.380	\$ 27.250	
Plant Utility	\$ 24.255	\$ 25.060		\$ 24.985	\$ 25.810		\$ 25.735	\$ 26.585		\$ 26.380	\$ 27.250	
Safety Coordinator	\$ 30.495			\$ 31.410			\$ 32.350			\$ 33.160		
Chargehand In Training	\$ 31.650			\$ 32.600			\$ 33.580			\$ 34.585		
QA In Training	\$ 31.650			\$ 32.600			\$ 33.580			\$ 34.585		
<b>Sawmill</b>												
A - Log Yard/Merch	\$ 28.700	\$ 29.030	\$ 29.665	\$ 29.560	\$ 29.900	\$ 30.555	\$ 30.445	\$ 30.795	\$ 31.470	\$ 31.205	\$ 31.565	\$ 32.255
B - Primary Breakdown, Edger	\$ 27.795	\$ 28.115	\$ 28.765	\$ 28.630	\$ 28.960	\$ 29.630	\$ 29.490	\$ 29.830	\$ 30.520	\$ 30.225	\$ 30.575	\$ 31.285
C - Trimmer/Sorter/Stacker	\$ 25.720	\$ 26.045	\$ 26.690	\$ 26.490	\$ 26.825	\$ 27.490	\$ 27.285	\$ 27.630	\$ 28.315	\$ 27.965	\$ 28.320	\$ 29.025
D - Utility	\$ 26.045	\$ 26.370	\$ 27.005	\$ 26.825	\$ 27.160	\$ 27.815	\$ 27.630	\$ 27.975	\$ 28.650	\$ 28.320	\$ 28.675	\$ 29.365
D - Utility Level 4			\$ 28.060			\$ 28.900			\$ 29.765			\$ 30.510
Charge Hand	\$ 34.945			\$ 35.995			\$ 37.075			\$ 38.000		
Saw Group QA	\$ 32.620	\$ 33.065		\$ 33.600	\$ 34.055		\$ 34.610	\$ 35.075		\$ 35.475	\$ 35.950	
<b>Planermill</b>												
A - Planer Set - Up	\$ 27.870	\$ 28.525	\$ 29.480	\$ 28.705	\$ 29.380	\$ 30.365	\$ 29.565	\$ 30.260	\$ 31.275	\$ 30.305	\$ 31.015	\$ 32.055
B - Grader	\$ 29.040	\$ 29.040	\$ 30.015	\$ 29.910	\$ 29.910	\$ 30.915	\$ 30.805	\$ 30.805	\$ 31.840	\$ 31.575	\$ 31.575	\$ 32.635
C - Sorter/Loader	\$ 25.060	\$ 25.190	\$ 26.025	\$ 25.810	\$ 25.945	\$ 26.805	\$ 26.585	\$ 26.725	\$ 27.610	\$ 27.250	\$ 27.395	\$ 28.300
D - Strapper	\$ 26.565	\$ 26.695	\$ 27.530	\$ 27.360	\$ 27.495	\$ 28.355	\$ 28.180	\$ 28.320	\$ 29.205	\$ 28.885	\$ 29.030	\$ 29.935

<b>Non-Group Jobs</b>												
Lead Grader	\$ 33.165	\$ 33.930	\$ 34.945	\$ 34.160	\$ 34.950	\$ 35.995	\$ 35.185	\$ 36.000	\$ 37.075	\$ 36.065	\$ 36.900	\$ 38.000
MFG Specialist	\$ 26.610	\$ 27.390		\$ 27.410	\$ 28.210		\$ 28.230	\$ 29.055		\$ 28.935	\$ 29.780	
Kiln Operator	\$ 28.905	\$ 29.680		\$ 29.770	\$ 30.570		\$ 30.665	\$ 31.485		\$ 31.430	\$ 32.270	
Manufacturer	\$ 25.780	\$ 26.565		\$ 26.555	\$ 27.360		\$ 27.350	\$ 28.180		\$ 28.035	\$ 28.885	
Utility Grader SPC	\$ 30.300	\$ 31.080		\$ 31.210	\$ 32.010		\$ 32.145	\$ 32.970		\$ 32.950	\$ 33.795	
Utility Grader	\$ 29.360	\$ 30.135		\$ 30.240	\$ 31.040		\$ 31.145	\$ 31.970		\$ 31.925	\$ 32.770	
Chargehand	\$ 34.945			\$ 35.995			\$ 37.075			\$ 38.000		
TEO (Trans Equipment Operator)	\$ 25.425	\$ 26.205		\$ 26.190	\$ 26.990		\$ 26.975	\$ 27.800		\$ 27.650	\$ 28.495	
Planer Lift Truck	\$ 25.425	\$ 27.920		\$ 26.190	\$ 28.760		\$ 26.975	\$ 29.625		\$ 27.650	\$ 30.365	
<b>Lead Planer Maintenance/Grinder</b>												
Step 1	\$ 30.215	\$ 30.920		\$ 31.120	\$ 31.850		\$ 32.055	\$ 32.805		\$ 32.855	\$ 33.625	
Step 2	\$ 32.035	\$ 32.735		\$ 32.995	\$ 33.715		\$ 33.985	\$ 34.725		\$ 34.835	\$ 35.595	
Step 3	\$ 33.140	\$ 33.840		\$ 34.135	\$ 34.855		\$ 35.160	\$ 35.900		\$ 36.040	\$ 36.800	
<b>Shipping</b>												
Shipper	\$ 27.145	\$ 27.920		\$ 27.960	\$ 28.760		\$ 28.800	\$ 29.625		\$ 29.520	\$ 30.365	
Shipping Lead*	\$ 29.720			\$ 30.560			\$ 31.425			\$ 32.165		
Charge Hand - Shipping	\$ 34.945			\$ 35.995			\$ 37.075			\$ 38.000		

\*Shipper Lead receives \$1.80 on Shipper 2 rate

**From:** [iamsurveyadmin](#)  
**To:** [DataInfoGroup](#)  
**Subject:** SRF-5  
**Date:** Thursday, November 21, 2024 12:37:08 AM

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**Username:** D3DA10AD-6609-49D1-8596-F8CA800D771D

**Numeric Response ID:** 176326

**Response GUID:** DB5EEAF7-08D3-47F4-866D-7CA43E50F727

**Survey Start Date:** Thursday, 21 November 2024 00:19:35

**Survey Completed Date:** Thursday, 21 November 2024 00:36:51

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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

Wood Products (Lumber)

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

3401 Industrial Way

City

Longview

State / Province

WA

Zip Code

98632

Reported # of Barg Unit Employees at Site

217

Reported # of IAM Members in Unit at Site

217

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

W536

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.*

31.07

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	05/29/2023	General Wage Increase (%)	3%	
Third	06/03/2024	General Wage Increase (%)	3%	
Fouth	06/02/2025	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 (\$)	\$12.00	Bi-Weekly	on 24 paychecks
2 Health	06/01/2022	Employee +	Dollar (\$)	\$24.00	Bi-	on 24

1	Plan	1	Weekly	paychecks
3	Health Plan	06/01/2022	Family	Percent (%) \$32.00
4			Bi-Weekly	on 24 paychecks
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.

Longview Lumber Contract 2022-2026 Final 062823 (1).pdf - 1 MB

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