

**Weyerhaeuser and IAM
Negotiations for Successor Collective Bargaining Agreement**

TENTATIVE AGREEMENTS

Location(s): Raymond
Current Agreement Expiration: 5/31/26

Company Proposal 1: Housekeeping

- Change all applicable dates, formatting, table of contents, and spelling/grammatical errors upon final edit of the agreement.
- Article 4 – Standing Committees
 - The Union will agree to limit committee members in attendance at Standing Committee to assist with staffing issues, Standing Committee meetings ~~may will~~ be alternated between dayshift and swing shift, upon mutual agreement and will start promptly upon arrival of committee members. ~~The Standing Committee meeting will happen no less than once per month.~~
- Article 5 – Safety Provisions, and Article 26 B Replace “foreman” with “supervisor”
- Exhibit H – Maintenance program:
 - Maintenance Apprentice Agreement (dated February 5, 2015)
The Company and the Union agree to ~~agree to~~-support the Weyerhaeuser maintenance training program (millwright and electrical), ~~currently supported by the Machinist Institute (MI) and/or other training providers administered by Northern Alberta Institute of Technology (NAIT) distance-based learning process~~ as follows:
- Remove outdated job titles from the wage table:
 - Senior Bench GF (filing)
 - MSR Operator
 - Planer Clean up (duplicate) – remove lower rate job
 - Loader Helper (powerhouse)

Company Proposal 2: Article 2 – Union Security

- 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 upon request.

Company Proposal 4: Article 11 – Hours of Labor

4. For other than eight (8) hour shifts:
~~a.—The Powerhouse shall be scheduled on twenty-four (24) hour/seven (7)/eight (8) hour shifts.~~
- D. Employees shall be provided a ten (10) minute rest break as close to the middle of each half shift as can be arranged.

Employees shall be allowed a meal period of at least thirty (30) minutes which commences no less than two (2) hours nor more than five (5) hours from the beginning of the shift. Meal periods

shall be on the employer's time when the employee is required by the employer to remain on duty on the premises or at a prescribed work site in the interest of the employer.

If the Company fails to provide a compliant meal period as required by applicable Washington State law, the affected employee shall receive an additional thirty (30) minutes of pay at the employee's regular rate of pay for each workday in which the meal period is not provided. Such payment shall be made in accordance with state law and shall not be considered hours worked for purposes of calculating overtime, unless otherwise required by law.

Company Proposal 7: Exhibit B – Selection of Lead People and Other Designated Positions

Change title of “Head Planer Person” to “Planer Technician”. Replace “Planer Setup” in Exhibit B with “Planer Technician”

Company Proposal 10: Wage Scale

- Lube tech lead to be established at \$38.13
 - *(Current Lube tech lead will be grandfathered at the Maintenance Lead rate)*

Union Proposal: Article 8 – Seniority

D. The employee who had been selected to fill a permanent vacancy will have a trial period of ~~four (4) worked days per machine center involved, not to exceed~~ eight (8) worked days in total during which time he/she may choose to return to his/her former job. Employees are allowed to only turn down one successful bid per calendar year (A successful bid is counted as when and employee is moved to the posted vacancy). Remainder of the balance totaling twenty (20) worked days is the time employee may be disqualified. An extension to the trial period can be discussed and mutually agreed to by the Standing Committee, on an as-needed basis. If the successful bidder does not complete the trial period, the next senior qualified employee who bids on the job will be given a trial period. Upon successful filling of the job, the remaining bids will be null and void. Once employee is qualified and made permanent in the role, he/she will be paid the higher wage retroactively back to the date of bid acceptance

Union Proposal Article 15 – Wages (Mobile Crane Adder)

- Employees with current certification to operate 5-ton or greater mobile crane will receive a \$2.00 adder to their established wage rate while operating a qualifying mobile crane **and for all hours worked on the day of crane operation.**

Union Proposal: Exhibit F – Boots and safety equipment

- b. For Rain Gear the company will replace in kind for associates with the following conditions:
 - All maintenance and Electrical Departments, all in Kiln Department, Log Yard, Utility, Sawmill Laborers, Planer Clean up **and Handys**. Management may replace for other associates, at its discretion. Old raingear must be turned in prior to replacement and must be pre-approved.

Union Proposal: Exhibit J Grader Program

- Agree to set new Head Grader position. Head Grader rate will be set at \$1.50 above Qualified Grader rate.
- Employees will not be restricted from moving to Qualified Grader

Company proposals still outstanding:

Company PROPOSAL 3: Article 8 – Seniority – [Move to Big Table](#)

- e. The employee on modified duty or who has been off work during the entire posting period of a job(s) due to industrial injury, extended illness, or vacation shall, upon a doctor’s release and/or return to work, have three (3) work days in which to apply for jobs posted [within the previous ninety \(90\) days in the employee’s department or plant-wide during such absence](#). Seniority and qualifications will apply just as though the absent employee had been present to bid on the job. If the job was successfully filled from the original posting, that employee will retain seniority in the job. If the person who was absent is successful in establishing in the job, their seniority will be noted as the day before the original successful candidate.

Company PROPOSAL 5: Article 13 – Overtime – [Move to Big Table](#)

The Company shall have the right to determine that an overtime shift is required to meet business needs, sufficient competent personnel will be made available. If there are insufficient personnel available on a voluntary basis, employees will be required to work overtime on a “senior may/junior must” basis. These required shifts will not exceed more than one (1) per calendar month per employee and will be scheduled with no less than seven (7) days advance notice.

Company response to Union Proposal Article 15 – Wages (Exhibit P)

[The Company counters with a proposal to increase all maintenance classifications by .40 cents. \(Apprentice positions will be adjusted based upon the Journey level rate\)](#)

		2025 Rate	% of Scale	Proposed Rates	
MAINTENANCE - MECHANICAL	STEP 1 INDUSTRIAL MILLWRIGHT	\$ 36.585		\$ 36.99	
	STEP 2	\$ 38.355		\$ 38.76	
	STEP 3	\$ 40.195		\$ 40.60	
	SPECIALIZED MILLWRIGHT	\$ 42.140		\$ 42.54	
	LEAD	\$ 44.445		\$ 44.85	
MAINTENANCE - MILLWRIGHT APPRENTICE	* 8TH PERIOD M/W APPR	\$ 34.025	93.00%	\$ 34.40	
	* 7TH PERIOD M/W APPR	\$ 32.930	90.01%	\$ 33.29	
	* 6TH PERIOD M/W APPR	\$ 32.200	88.01%	\$ 32.55	
	* 5TH PERIOD M/W APPR	\$ 30.370	83.01%	\$ 30.70	
	* 4TH PERIOD M/W APPR	\$ 29.445	80.48%	\$ 29.77	
	* 3RD PERIOD M/W APPR	\$ 28.535	78.00%	\$ 28.85	
	* 2ND PERIOD M/W APPR	\$ 27.620	75.50%	\$ 27.92	
	* 1ST PERIOD M/W APPR	\$ 27.075	74.01%	\$ 27.37	
		JOURNEY MACHINIST	\$ 37.645		\$ 38.05
	SPECIALIZED MACHINIST	\$ 42.140		\$ 42.54	

	LEAD MECHANIC	\$ 38.680		\$ 39.08
	MAINTENANCE HELPER	\$ 26.475		\$ 26.88
	LUBE TECH 4	\$ 35.955		\$ 36.36
	LUBE TECH 3	\$ 34.680		\$ 35.08
	LUBE TECH 2	\$ 33.405		\$ 33.81
	LUBE TECH 1	\$ 32.130		\$ 32.53
	OILER	\$ 31.020		\$ 31.42
	LPM APPRENTICE	\$ 29.005		\$ 29.41
74.0% MAINTENANCE - ELECTRICAL	STEP 1 - INDUSTRIAL ELECTRICIAN	\$ 37.755		\$ 38.16
	STEP 2 - ELECTRONICS ST-3	\$ 38.765		\$ 39.17
	STEP 3 - ELECTRONICS ST-4	\$ 41.405		\$ 41.81
	STEP 4 PC ST-5	\$ 43.645		\$ 44.05
	LEAD	\$ 45.960		\$ 46.36
MAINTENANCE - ELECTRICAL APPRENTICE				
	* 8TH PERIOD ELEC APPR	\$ 35.115	93.0%	\$ 35.49
	* 7TH PERIOD ELEC APPR	\$ 33.985	90.0%	\$ 34.35
	* 6TH PERIOD ELEC APPR	\$ 33.225	88.0%	\$ 33.58
	* 5TH PERIOD ELEC APPR	\$ 31.335	83.0%	\$ 31.67
	* 4TH PERIOD ELEC APPR	\$ 30.395	80.5%	\$ 30.72
	* 3RD PERIOD ELEC APPR	\$ 29.445	78.0%	\$ 29.76
	* 2ND PERIOD ELEC APPR	\$ 28.500	75.5%	\$ 28.80
	* 1ST PERIOD ELEC APPR	\$ 27.940	74.0%	\$ 28.24
PREDICTIVE MAINTENANCE	PDM TECH I	\$ 27.700		\$ 28.10
	PDM TECH II	\$ 29.355		\$ 29.76
	PDM TECH III	\$ 31.865		\$ 32.27
	PDM TECH IV	\$ 33.540		\$ 33.94
	PDM TECH V	\$ 35.870		\$ 36.27
	PDM TECH VI	\$ 39.410		\$ 39.81
	PDM TECH VII	\$ 41.685		\$ 42.09
	PDM TECH VIII	\$ 43.460		\$ 43.86
	Lead Carpenter	\$ 35.450		\$ 35.85

Dual Trades:

- Millwright/Electrician: \$44.655
- Mill/Elect ST – 3: \$45.665
- Mill/Elect ST – 4: \$46.675
- ST LIC/ST – 4 /Multi: \$47.685