

Longview Woods Operations

WORKING AGREEMENT

between

WEYERHAEUSER COMPANY
Western Timberlands



Weyerhaeuser

and the

**WOODWORKERS LOCAL
LODGE W-536**
**International Association of Machinists
and Aerospace Workers**

Affiliated with American Federation of Labor



2022-2026

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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 24th day of June 1941, and revised effective the first day of June 2022, is made by and between Weyerhaeuser Company, Western Timberlands, Longview, Washington herein called the “Company” and International Association of Machinists and Aerospace Workers, Woodworkers Local Lodge W-536, 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 W-536, as the sole collective bargaining agency for all production and maintenance employees including, without limitation, temporary and part time employees who are employed in all its Woods Operations, Longview, Washington, and excluding supervisors, clerical and office employees, and guards.

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

ARTICLE 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 15th and January 31st 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 15th and January 31st or any year.

Employee Signature	Social Security Number	Date
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- 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 15th day after the deduction thereof. The Company shall furnish such person a list of those

employees from whom wage deductions have been made. The Company shall be liable to the Union only for the 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. To be accepted as a grievance the specific violation of the Working Agreement must be referenced concerning interpretation or application. 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 thirty (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 five (5) days of the date and time of the occurrence of the event giving rise to the grievance, or five (5) days from the date and time such event should have been known, or it shall be deemed waived. If the issue is not resolved five (5) days after the grievance is so presented, it shall be reduced to writing and signed by the employee(s) and the supervisor; then
- Step 2:** Such written grievance shall be presented to the appropriate manager within five (5) days of the date when reduced to writing and signed by the parties and will be taken up by the

Standing Committee at its next regular meeting. If the Standing Committee is unable to resolve the grievance, then

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

- C. If no settlement is reached in Step 3 above and the Woods Committee desires to pursue the matter further, it may refer the grievance to arbitration as provided for below. The Union will have ten (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.
- 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 setting price or adder 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 – WOODS 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. 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 shall notify the Company of its Standing Committee of three (3). In order to be eligible for membership on any such committee, the person must be and remain actively employed in the Company Woods Operations and must also have been actually employed in the Woods Operations for ninety (90) days next preceding their election. In the event of resignation, disability, disqualification or death of any member of the committee, their successor shall be appointed by the Union within two (2) days' time. During the interim, the remaining members shall have the power to act.
- C. The Committee will meet as required. The parties reserve the right to request meetings when deemed necessary.
- D. Pay will remain as established for the regular Standing Committee meetings. The Company and the Union will alternate payment for meetings to address discharges. All other meetings will be paid by the party calling the meeting.

ARTICLE 8 – BULLETIN BOARDS/MEETING PLACES

- A. The Company agrees to set up and maintain suitable bulletin boards in convenient places for the use of the Union. The Union agrees to confine its posters and bulletins to such bulletin boards.
- B. Arrangements for Union meetings on Company premises and attendance by Union representatives will be worked out by mutual agreement of the Union and the Company.

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 immediate discharge.

- B. In the event any employee shall be suspended or discharged, and they believe they have been unjustly dealt with, they shall handle their complaint in accordance with Article 5 of this Agreement. If it is found that the employee has been unjustly suspended or discharged, they shall be reinstated without loss of pay and seniority.
- 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. Where, in consideration of all facts and circumstances, misconduct which could result in termination results in discipline short of termination, the employee so disciplined shall be considered to be at the step in the progressive disciplinary process consistent with the action taken.
- E. An employee will be considered on disciplinary probation for a period of twenty-four (24) months (active employment) for 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 twelve (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.
- F. The affected employee and the Union will be provided a copy of any statement considered to be part of such employee's disciplinary record.

ARTICLE 10 – SAFETY PROGRAM

- A. It is the objective of the parties to this Agreement to maintain the highest standards for safety in the Longview Timberlands Operations.

1. By encouraging reduction of occupational safety and health hazards.
2. To stimulate new programs, work habits and procedures and to perfect existing programs for providing safe and healthful working conditions.
3. To implement safe work practices and procedures and to require every employee to adhere to all such safety requirements.

B. Committees

There shall be established separate safety committees for Woods operations and Sort Yard operations. Union representation shall be from the following areas for the Woods: one (1) from each department. Union representation shall be from the following areas for the Sort Yard: one (1) from the operations working a day shift; one (1) from the operations working a night shift; one (1) from the scaling crew; and one (1) from maintenance. The Safety Committees will be charged with formulating the safety policy that will be enforced throughout their Operation. The Standing Committees will have the authority and responsibility to jointly agree to Safety Ground Rules which are binding when signed by both parties.

C. Meetings

The Woods and Yard Safety Committee will meet quarterly at a minimum. A committee may meet more frequently as deemed necessary/ The date, hour, and place of meeting shall be determined by the company.

Time spent in safety meetings by Union committee persons shall be paid for by the Company at straight or overtime rates, whichever would be applicable under existing contract, laws, and regulations.

D. Settlement of Disputes

1. No employee or group of employees shall be required to work on any job or machine which is considered to be unsafe by that employee or group of employees.
2. Any dispute as to an unsafe working condition or unsafe equipment will be resolved by the appropriate supervisor and hourly Safety Committee representative.

3. In the event the dispute is not resolved, the matter will be referred to the respective Company and Union Safety Committee Chairpersons for the operation.
4. In the event that the Safety Committee Chairpersons are unable to resolve the dispute, the matter will be referred to the Timberlands Safety Steering Committee.
5. In the event the Timberlands Safety Steering Committee is unable to resolve safety issues or questions covered by state and/or federal laws, safety codes, and rules and regulations, then the matter shall be referred to the proper state/federal agency for its decision and any such decision thus rendered shall be binding upon both parties. This Agreement shall not preclude either party's right to appeal, or request variance of a law and/or decision.

E. Safety Education

1. The Company has responsibility for adequately educating employees in the fundamentals of accident prevention, safe practices and safe methods of operation.
2. It is the responsibility of the respective Safety Committees to ensure safety and health education for the woods and yard operations.
3. Appropriate safety and health information and education will be made available to the Safety Committees to carry out their responsibilities.

F. First Aid Cards

1. Employees who must have first aid training may be trained either during or outside of regular working hours, at the Company's option.
2. In either case, employees will be paid their regular classification rate of pay for actual time spent in training.

G. Repetitive Injuries

1. Each individual who has a recordable accident or injury will be immediately counseled by his/her supervisor to identify causes and corrective actions.
2. An individual who has two (2) work-related accidents or injuries within any twelve (12) month period will be counseled by their

supervisor and Union representative, to determine if there is a need to correct any improper work procedures, practices, conditions or behaviors that may be a contributing factor to their accidents or injuries.

3. Although the purpose of this procedure is to solve problems, the Company's concerns will be expressed, and it will be clearly communicated that further incidents cannot be tolerated

H. Boot, Rain Gear and Prescription Safety Glass Allowances

1. Stipends will be paid out annually (in the first full pay cycle paycheck of each year) as follows:
 - a. For boots aligned to the site PPE standard (e.g., safety toe, over the ankle, slip resistant) for Timberlands and lumber mill employees - \$175
 - b. For caulk boots for designated Timberlands employees - \$300
 - c. For rain gear for designated Timberlands employees (hook tenders, rigging slinger, handy rigger, choker setter, landing person, scalers, field mechanics, yard mechanics and sort yard utility performing manual reman) - \$100
2. Prescription safety glasses - \$150 per year will be reimbursed to the employee.

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

I. Safety Incentive Programs

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

This Agreement neither enhances nor diminishes the Company's right to discipline, nor the employee's right to Union representation/grievance procedure.

ARTICLE 11 – EMPLOYEE RESPONSIBILITIES/WORK ASSIGNMENTS

- A. Operating employees are responsible for performing maintenance up to their capability. When the skills of a maintenance employee are required, operating employees will assist the maintenance employee to the extent possible or can be assigned other work in accordance with Article 15 of the Working Agreement.
- B. All maintenance employees will work up to their ability to accomplish all maintenance tasks. Welders are required to have basic tools to do mechanic work. Work will be assigned based on the predominant classification required. The intent is not to eliminate the maintenance classification (mechanic, electrician, welder) but to have these maintenance employees perform work as needed without strict lines between what is in their job description and what is not.
- C. Maintenance people in the sort yard may be assigned to the debarker or shop to best utilize skills. Seniority will be considered.
- D. When equipment is purchased for a specific application, the Company will determine the initial placement. Other provisions of equipment assignment agreements remain in effect.
- E. In the sort yard, given equal machine capabilities, the Company will use seniority as the first and primary, but not the only, consideration when making machine and job assignments.

ARTICLE 12 – SENIORITY

- A. The parties recognize the principles of seniority and competency for employees who have worked over six hundred twenty (620) hours. After the employee has worked six hundred twenty (620) hours, their seniority will date back to the date of hiring.
- B. In making job changes due to promotions and layoffs, the most senior competent employee shall be awarded the job. Senior employees not selected due to competency may contest the decision through the grievance procedure. Whether a trial period is required in order to evaluate the competency of an applicant shall be at the discretion of the Company.
- C. Should an employee initially selected for a promotion based on the foregoing criteria fail to demonstrate the competency required for

satisfactory performance of the job to which he/she has been provisionally promoted, he/she shall revert to his/her former position without prejudice and without any loss of seniority rights.

- D. The Company shall have the flexibility in emergencies to immediately fill all job openings temporarily without regard to seniority. A job opening resulting from illness, injury, leave of absence, or vacation may be filled without regard to seniority for a period not to exceed twenty (20) working days. No job classification seniority will be accrued by employees filling job openings temporarily. Openings due to illness, injury or leave of absence will be defined as temporary openings. If the employee returns, the moves will be reversed.

E. Job Bid Procedure

This procedure is established for use to fill regular full time bid positions excluding the Rover. To fill the Rover position, the company will post an interest bid. However, the Company will have full discretion to fill vacancies in those positions through assignment:

1. A bid notice will be posted on designated bulletin boards at the Longview Forest Area, the Sort Yard, the truck shop, the maintenance shop, mill Group A, and the Union Hall. Completed sign-up sheets will be accepted for five (5) working days.
2. Company will notify employees of postings if off work due to vacations, industrial injury or extended illnesses.
3. Sign-up sheets must be submitted by the end of the 5th working days after the bid notice is posted. Sign-up sheets will be collected by supervisors and sent to the HR office. A list of interested employees by seniority will be developed by HR from the sign-up sheets and sent to the supervisors. The successful candidate will be posted.
4. A successful bidder will have up to atwo hundred forty (240) hour trial period. Those employees will not be disqualified arbitrarily or capriciously and those disqualified prior to their two hundred forty (240) hour trial period is completed may contest the decision through the grievance process.
If the employee elects to return to his/her former classification or is rejected by the Company during the trial period, he/she will not be allowed an additional bid in the same classification for six (6) months. After two (2) rejections, the employee can bid on the

same job/classification only if request granted by mutual agreement of the Company and the Union. The process will continue down the same posting list until the job/classification is successfully filled.

5. If an employee has not qualified for the job in the first two hundred forty (240) hours trial period, they may be extended a second two hundred forty (240) hour trial period if mutually agreed upon by both the Company and Union.
 6. The Company will solely determine the competency and the Union retains the right to grieve.
 7. An employee may have only three (3) successful bids per contract year. A successful bid is when an employee is offered the job and either accepts or declines. The Company will make every effort to place the employee within twenty (20) working days. The Company will notify the Union if it is likely to take more than twenty (20) working days. If the employee is not placed within thirty (30) working days, then the employee will be paid the higher rate beyond the thirty (30) working days until placed in the new bid role. If the need for the bid is curtailed, then the above does not apply.
- F. The senior competent bidder will be assigned to the job and may have up to two hundred forty (240) hours as a trial period to determine if they wish to remain on the job and the Company will have the same period to determine if they are competent to do the job. If the bidder remains on the job for two hundred forty (240) hours they will acquire job classification seniority as of the date they were assigned to the job. After the trial period, the employee may return to their immediate former job classification only as outlined in paragraph K. If the employee voluntarily gives up the job or is removed for incompetency by the Company prior to the completion of two hundred forty (240) working hours they will not acquire classification seniority and they will be returned to the same job classification from which they came, without loss of seniority. An employee who bids to a prior classification in which he holds seniority shall have five (5) days to accept or reject the job.
- G. If an employee voluntarily gives up their right to complete the trial period, they will not be permitted to bid for another opening in that job classification for three (3) months from the start of the trial period. If they are taken off the job by the Company for

incompetency, they will not be permitted to bid for another opening in the same job classification for three (3) months from the start of their trial period.

- H. In the event an employee selected to fill a job opening voluntarily gives up their right to the job or is removed from the job by the Company for incompetency during the trial period, the next senior bidder will be tried on the job and become subject to the provisions of this Article 12.
- I. If a permanent job opening occurs and there are no bidders, the Company may select or hire an individual to fill the job openings, and the Union shall be notified of the individual selected or hired and the job classification filled. That employee will have the same status as if they had been selected by bid. No employee will be required to take a job advancement.
- J. When a new classification is created due to new technology or new equipment, advanced notice will be given to crews to allow people to submit bids in accordance with the woods pre-bid system.
- K. The Company reserves the right to select and assign employees with special skills and qualifications to prove developmental equipment and methods new to this operation. The Union will be informed of such developmental jobs. After operating techniques and standards have been established to the satisfaction of the Company, the job(s) will be filled through the regular bid procedure.
- L. Layoff and/or Curtailment
 - 1. Seniority used in layoff or curtailment shall be the permanent seniority in each job classification held by the employee. In cases of equal job classification seniority, woods seniority will be the determining factor.
 - 2. In the event of a layoff or curtailment, a curtailed employee will be scheduled for available work in accordance with their seniority in their current job classification. The Company will be allowed the next regular working day in which to reschedule and reassign the eligible employee, except in the case of weather conditions, in which event the Company will be allowed up to five (5) working days. The Company will interpret this language to mean that bumps will not be put into effect during the same shift in which a curtailment occurs.

3. On temporary curtailments, defined as up to but not to exceed five (5) days, employees may not bump outside their regular work areas. However, if a curtailment is anticipated to be longer than five (5) days, there would be no waiting period prior to exercising seniority. It is not the Company's intent to stagger curtailments to take advantage of the five (5) day temporary curtailment language to restrict bumping.
4. An employee who is curtailed in their current job classification may elect to either:
 - a. Bump the employee with the least seniority in their current classification.
 - b. Bump the employee with the least classification seniority on the same shift or take an opening in their classification
 - c. Take a layoff.
5. An employee who is curtailed having the least seniority in their current job classification may elect to either:
 - a. Bump the employee with the least seniority in their immediate prior job classification in which they have seniority, or,
 - b. Take a layoff.
6. A curtailed employee who has exhausted all classification seniority may elect to either:
 - a. Bump the junior employee in the woods, excluding journey-level maintenance classifications, unless qualified to perform the journey-level job, or
 - b. Take a layoff.
7. To exercise their seniority to bump as previously outlined, a curtailed employee must notify their supervisor or superintendent during the time the employee is at work. The Company will be allowed the next regular working day in which to reschedule and reassign the eligible employee.
 - a. To exercise their seniority to return to work having taken a layoff, a laid-off employee must notify the Company's woods office between the hours of 8:00 A.M. and 4:45 P.M., Monday through Friday, of their intent. Following such notification, the Company will be allowed up to twenty (20) working days or until the first opening, whichever is sooner,

to make arrangements for the return to work of the notifying employee. If the employee has sufficient seniority and arrangements are made for their return to work, they must appear for work as scheduled or notify the Company's woods office.

8. If an employee exercises their right to bump out of their current job classification during a layoff or curtailment, the employee shall be returned to their former job classification when such job is resumed.
9. When an opening occurs, an employee on layoff or curtailment will have first opportunity, according to their seniority, to return to the job classification from which they were laid off.
10. An employee on layoff or curtailment will have first opportunity to fill any vacant job in which they have job classification seniority, irrespective of the wood's seniority of another employee.
11. The Company is responsible for notifying an employee on layoff or curtailment only in case of an opening in the employee's current job classification. An employee will have fourteen (14) days to report for work following notification.

M. Leaves of Absence

1. 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.
2. 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.

N. 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. The employee is responsible to keep the Company updated

of their current contact information.

O. 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 13 – FLEXIBLE SCHEDULING/HOURS OF WORK

A. The standard work schedule shall consist of five (5) eight-hour days commencing on Monday and ending on Friday. The work week shall commence on Monday and end on Sunday, except in cases of employees on non-standard shifts whose work week may commence and end on other days of the week as determined under paragraph E. below.

B. Hours of Labor

1. Regular Production Schedule:

6:00 a.m. – 2:30 p.m., with half-hour unpaid lunch Mon.–Fri.

2:30 p.m. – 1:00 a.m., with half-hour unpaid lunch Mon.–Thurs.

5:00 a.m. – 5:30 p.m., with half-hour unpaid lunch Fri.–Sun.

Adjustments to these schedules will be addressed as provided in B.5 and C. 1 below. (*Sort Yard Only*)

2. Mill service crews will work the hours of the mill they support, including a four (4) day, ten (10) hour shift schedule if the mill changes to this shift schedule. (*Sort Yard Only*)

3. Export dock hours will be as follows:

8:00 A.M. – 5:00 P.M.

6:00 P.M. – 3:00 A.M.

with a one-hour unpaid lunch period

If Longshore hours change, dock hours will be adjusted accordingly. The export dock will work regular yard hours when not loading ship. It is understood that when it is known that a

ship will finish loading on a particular shift, the crew will be allowed to work yard hours that last shift. *(Sort Yard Only)*

4. Maintenance crews will operate on a one (1), two (2), or three (3) crew basis on either a four (4) day – ten (10) hour shift schedule or a five (5) day – eight (8) hour shift schedule as operating requirements dictate. *(Sort Yard Only)*
5. Employees whose schedules change will be notified at least five (5) days in advance of the change (unless operator and supervisor mutually agree to shorter notification) except for ship loading crews whose schedules may change more frequently and fire weather logging schedules. *(Sort Yard Only)*
6. There will be no paid lunch period, either on straight time or overtime (except when working on a 3-shift, 5x8 employee-follow-employee schedule, or when employees are required to eat on the fly). Regular lunch periods will be scheduled four (4) hours into the shift. The Company may schedule individuals or crews thirty (30) minutes either side of the regular lunch period. *(Sort Yard Only)*
7. If future operating requirements dictate a necessary change in hours of labor, the Company may utilize language contained in paragraph C. below after discussion with the Union.

C. The Company shall have the right:

1. To adjust the hours of labor, including lunch periods, of crews and/or individuals plus or minus one (1) hour from established shift schedules in order to meet production needs, upon seven (7) day's advance notice to affected employees.

D. If a mechanical or operational breakdown occurs, the Company shall have the right to adjust lunch periods of crews or individuals plus or minus one hour from established schedules to accommodate repairs.

E. To adopt, where appropriate and not currently provided for, cost saving shift configurations such as ten (10) and/or twelve (12) hour scheduled shifts, within the general scope and framework of agreements which currently provide for them.

ARTICLE 14 – 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. The right to refuse calendar Sunday work will not apply when calendar Sunday is a regular workday in an employee's regular work schedule.
- D. 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.
- E. 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.
- F. Overtime will not be scheduled by the Company in order to obtain a bargaining objective unrelated to the working of such overtime.
- G. 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.
- H. No employee shall work in excess of two (2) consecutive shifts within a twenty-four (24) hour period.
- I. The parties agree to work together to identify alternative shift schedules to eliminate or minimize the need for overtime work. When established schedules are not sufficient to process loads designated for export, overtime will be offered on a voluntary basis, by seniority. Should the number of unscaled loads in the yard exceed 150 over a seven (7) day average, the Company may use contractors or bureau scalers to eliminate the backlog. Should the number of unscaled loads in the yard exceed 300 over a fourteen (14) day average, the Company may assign overtime work to operators

and scalers, senior may, junior must, to meet the export needs of the operation.

The above language is not intended to replace the current shipside overtime system.

ARTICLE 15 – RATE OF PAY FOR AN EMPLOYEE SHIFTED FROM ONE JOB TO ANOTHER

If work of a higher paid classification is temporarily required of any employee, they shall receive the wage of the position 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 classification 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 classification.

ARTICLE 16 – WAGES

A. Wage Increases

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 three 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 two percent (3.0%) per hour general wage increase shall be applied to all job classifications, to be implemented Monday, June 3, 2024.
4. June 1, 2025, a three percent (2.5%) per hour general wage increase shall be applied to all job classifications, to be implemented Monday, June 2, 2025.

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. Wherever the Company elects to submit the wage scales to the Union as provided herein, such wage scales are not to be posted upon the premises of the Company.

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 (swing) 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 completion of first shift (day).
2. The Company shall pay a graveyard shift differential of one dollar (\$1.00) per hour, to employees working a shift in which one half or more of the scheduled hours fall after the completion of second shift (swing).

3. In computing payment for overtime employment of night shift and M-1-A shift employees, computation shall be based upon the regular rate of pay of the employees involved, including the night shift and M-1-A differential.
- H. If during the term of this Agreement any new jobs are added, or substantial changes made in the content of any existing job, the Company shall establish a temporary rate for such job, and the Union shall meet within ninety (90) days with the Company for the purpose of establishing a permanent rate for such job. If the Company and the Union are unable to agree on a new rate, the issue shall be submitted to arbitration, based on the final rate proposed by each party, and the function of the arbitrator in regard to establishing or changing any wage rate shall be limited to choosing between the alternative proposals submitted by the parties in consideration of the evidence presented; he/she shall have no authority to modify either of these proposals nor establish any rate not proposed to him/her. In the event the arbitrator finds that a rate adjustment is warranted, it shall be retroactive to the date the contested rate was established.
- I. Final Pay

The final pay for voluntary quits or involuntary terminations is payable on the next regular payday.
- J. 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 17 – COMPANY LOGGING OPERATIONS

(Woods Operations Only)

The parties agree that it is in the best interest of the Company, its employees, and the Union to have delivered log costs that are competitive, and that competitiveness can best be achieved while maintaining a safe workplace, optimizing the raw material base, and minimizing loss through breakage, Weyerhaeuser Company Western Timberlands, Longview, Washington, and International Association of Machinists and Aerospace Workers, Woodworkers Local Lodge W-536, agree to the following Work and Pay systems which shall become a part of the Working Agreement and shall supersede all previous cutting,

yarding and loading, and hauling agreements, including the “Competitive Logging Program”, and practices inconsistent with this addendum.

Part 1. YARDING AND LOADING

A. Performance Standards

The Company and the Union mutually recognize that each employee will be expected to maintain an acceptable level of productivity.

B. Quality

The Company and the Union mutually agree that maintenance of quality is absolutely essential to the success of Company logging. Accordingly:

1. Settings will be bucked, yarded, sorted, and loaded to standards and prescriptions established by the Company.
2. Quality will be audited and documented against the prescribed standards and prescriptions.
3. Problems identified, if any, and will be communicated immediately.
4. Failure to correct problems may result in disciplinary action.

C. Work Assignments

In order to give crews the greatest flexibility in performing their work, each crew member shall have the responsibility and the right to perform all tasks necessary to accomplish crew goals in a safe, reasonable manner.

Part 2. GENERAL

A. Safety and Fire Regulations

1. The Company shall remain responsible for providing effective safety and fire prevention programs and shall be responsible for taking appropriate actions to enforce Company and applicable state and federal regulations.
2. The crews will be expected to comply with all applicable Company, state, and federal regulations.
3. Unless otherwise agreed, the Company will continue to provide all required personal protective and fire equipment currently provided.

B. Crew Bus Driving

Crew bus drivers will be required to take physicals to verify fitness for driving.

Part 3. EMPLOYMENT SECURITY

The Company and the Union share the common goal of maximizing the value of the Company for the benefit of all stakeholders in the Company. The Company accepts that employees are significant stakeholders in the Company and that the Union has a legitimate role to play in representing the long-term interests of its members who work for the Company in achieving fair wages and benefits; a safe, healthy, and challenging work place with job security assured to the greatest extent possible given the Company's economic realities; and all other matters pertaining to the employment relationship. The Parties reaffirm their goal of eliminating the competitive gap as defined in the 1996 Memorandum of Agreement. In an effort to provide secure jobs, the Parties agree that in each logging operation, for the term of this Agreement:

A. No employee will be laid off except for:

1. Catastrophe (e.g., 1980 Mt. St. Helens eruption, forest fires, Columbus Day Storm).
2. Market Conditions – up to two (2) weeks, then contractors would be laid off in the specific operation.
3. Weather – up totwo (2) weeks, then contractors would be laid off in that specific operation.
4. Sale of Timberlands – reduction would reflect a percentage of the land downsized.
5. If curtailments were involved due to downsizing in other Company operations where the displaced employees had seniority rights to logging jobs (for example, curtailment in a sort yard), there would be no commitment from the Company to add to crewing levels in the logging operations.

B. The Company agrees to the following yarding and loading commitments.

Longview

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These levels do not imply any guarantee as to specific manning levels or equipment configurations. In the event of a substantial reduction of the total harvest level at any of the locations, at least two-thirds of such reduction shall be from contractor volumes, and no more than one-third from Company capacity.

Harvest volumes in excess of those obtained through Company logging may be secured through the use of contractors, without limitations or restrictions of any kind.

ARTICLE 18 – REPORTING PAY

- A. 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.
- B. 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 department in which the employee works is shut down by a breakdown or if the failure to put such employee to work is caused by something which the Company could not reasonably foresee in time to give such notice.
- C. Call time shall be paid when logging employees travel in Company-owned equipment beyond designated marshalling points.
(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 19 – 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 (3) hours at their regular straight-time rate or pay for the hours actually worked, whichever is greater.

ARTICLE 20 – JURY DUTY

- A. Any regular employee who is required to perform jury duty, including Grand Jury duty, will be entitled to reimbursement at the straight time hourly rate of his/her regular job, including shift differential if assigned to swing or graveyard shift, for the hours necessarily lost 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.) Woods crew employees will receive jury duty pay for any day served in whole or in part.
- C. 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.
- D. The above provisions apply to employees on days they are required to report for jury duty, even though not selected to serve as jury members.

ARTICLE 21 – BEREAVEMENT LEAVE

- A. When death occurs to a member of an employee's immediate family, the employee will be compensated at his/her regular straight time hourly or piece rate for hours lost from his/her regular schedule 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, mother-in-law, father-in-law, grandchildren 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 funeral 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, health and welfare, and pension contributions or eligibility.

ARTICLE 22 – 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 23 – 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 1st of each year to qualified employees. 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. An eleventh holiday 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 eight (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 he/she has at least thirty (30) days seniority prior to the holiday, and 2) works the last regularly scheduled work day before the paid holiday; and 3) the employee returns to work on his/her next scheduled shift after the paid holiday. Protected leave (e.g., OFLA, WA Sick Leave, etc.) when taken the day before or after the holiday shall not be considered a regular scheduled day for holiday pay qualification. The second and third qualifications shall not be required in the following instances:
1. Where an employee is absent because of an occupational or non-occupational injury or illness and produces written evidence of such injury or illness, he/she shall be qualified for holiday pay for the paid holidays which occur during the first thirty (30) calendar days following the commencement of the injury or illness resulting in such absence.
 2. Where an employee is laid off for lack of work, he/she shall receive pay for holidays which occur during the first thirty (30) days of such layoff and where the employee is laid off due to weather conditions, he/she shall receive pay for holidays which occur during the first one hundred twenty (120) days of such layoff.
 3. In cases of authorized leave of absence, such leave of absence shall include temporary Armed Forces or National Guard service, Union business, and leave for compelling reasons beyond the control of the employee. Leave of absence 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 24 – VACATIONS

- 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 25 – HEALTH AND WELFARE BENEFITS

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).

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

4. Company annual contributions (prorated) into eligible employees' Health Savings Account (HSA):
 - a. \$300 – Individual
 - b. \$600 – Family (employee +1)

ARTICLE 26 – 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 substance 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 it 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 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 the 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 a part of this substance abuse program, effective January 1, 2009, the parties will implement a sweep testing process which shall mean periodic and unannounced blanket (sweep) tests 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 D 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 27 – RETIREMENT PLAN

- A. The amended Retirement plan is subject to the terms and conditions hereafter set forth in this Article 27. 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 for eligible participants in the Defined Benefit Pension Plan.
 2. Current participants in the Defined Benefit Pension Plan will continue to accrue years of service.
- B. Effective January 1, 2019, all new hires and rehires will no longer be eligible to participate in the Defined Benefit Pension Plan, but will instead receive a 5% Company retirement contribution in their Weyerhaeuser 401(k) plan:

1. Contributions will begin the first full paycheck following sixty (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.
- C. No difference with respect to the Retirement Plan which arises between the Retirement Committee or the Company and any employee who shall be a participant in the Plan shall be taken as a grievance under the grievance procedures established under this Working Agreement.
- D. If, after exhausting the initial claim and review procedures as outlined in the Retirement Plan text, there still exists a difference between the Company and any employee represented by the Union involving, for purposes of the Retirement Plan, 1) the employee's (or his/her beneficiary's) eligibility for a benefit, 2) the amount of any benefit payable on behalf of an employee, or 3) the duration of any benefit payable on behalf of an employee, then, in such cases, the remainder of this paragraph C. shall apply. The matter in dispute shall be referred to a representative of the Company and a representative appointed by the Union, and if such representatives shall be unable to agree upon findings of fact with respect to the matter in dispute, the dispute shall be referred to an impartial third person who, after affording each of the representatives an opportunity to present their respective views to him/her as to such matter, shall make findings as to such facts. The findings of the representatives or of the impartial third person shall be binding and conclusive on the Company, the employee and the Union. Such third person shall be selected by the Company and the Union, or if they are unable to agree, by the American Arbitration Association. The two representatives or the impartial third person so appointed shall have the authority to make findings of fact with respect to the matter in dispute, but not authority to change, enlarge, or interpret any of the provisions of the Retirement Plan. The compensation and expenses of the Company representative and the Union representative shall be paid by the Company and the Union

respectively. The compensation and expenses of any third person appointed hereunder shall be paid one-half by the Company and one-half by the Union.

- E. All pension bargaining shall be closed until June 1, 2026.

ARTICLE 28 – 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 from 1% to 18% 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 29 – FIREFIGHTING

(Woods Operations Only)

Firefighting is separate from the other considerations in the Agreement and in the case of fire, the following pay policy will be followed:

- A. Regular rate of pay to be paid for the first four (4) days of the fire.
Base rate to be paid for unskilled workers after the first four days.
Skilled workers to receive regular rate of pay after four (4) days.
- B. Overtime pay will be paid only to those employees on shift when the fire started and are asked to extend their shift beyond eight (8) hours. No overtime will be paid after the employees on shift at the time the fire started are relieved.
- C. When working outside home region, regular rate from marshalling point to the fire will be paid.
- D. Individuals called from vacation to fight fire will be given the option of receiving the equivalent number of days in vacation time off at a later date, or receiving vacation pay in addition to their regular pay.

These considerations apply to any fire regardless of origin, except normal slash burns (under control) and apply to fires on Company lands or fires which may jeopardize Company lands. Fighting fires on other ownership which do not jeopardize Company lands will be paid at other owner's rates. (Equipment operators and crew leaders are considered skilled workers.)

ARTICLE 30 – REVISION AND TERMINATION


- A. This Agreement shall remain in full force and effect until June 1, 2026. This Agreement may be opened for revision or amendment on June 1, 2026, or 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 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.

This Agreement is executed by the parties this 1st day of June 2022, effective June 1, 2022, except as otherwise provided.

WEYERHAEUSER COMPANY



Doug Sheldon, Area Manager

Brain Hamilton, Export Yards Manager

INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS – AFL-CIO

Local Lodge – W-526



Kelly Zink, President

SUPPLEMENT A – CREW TRANSPORTATION

- A. Overtime resulting from crew bus driving time will be paid on the crew bus driver rate only.
- B. The established marshalling points are eliminated. The normal marshalling point is Longview, but where side locations permit, the Company may muster buses at a location that will be more cost effective and convenient for the crews.
- C. In accordance with federal and state law, passengers required to work prior to or during transit to logging sites shall receive the state minimum wage for all riding time subsequent to commencing work and over time will apply for those compensable riding hours that exceed the employee's normal scheduled hours of work.

WAGE TABLES

WOODS OPERATIONS:

	6/1/22	5/29/23	6/3/24	6/2/25
	5.50%	3.00%	3.00%	2.50%
YARD & LOAD				
Loader	\$33.735	\$34.745	\$35.785	\$36.680
Shovel Logger	\$34.580	\$35.615	\$36.685	\$37.600
Leveling Shovel	\$35.495	\$36.560	\$37.655	\$38.595
Rover	\$35.495	\$36.560	\$37.655	\$38.595
Skidder	\$32.455	\$33.430	\$34.435	\$35.295
Processor	\$34.580	\$35.615	\$36.685	\$37.600
Bus Driver- Y&L	\$19.800	\$20.395	\$21.005	\$21.530
Crew Bus Passenger- Y&L	<i>Based on WA State Minimum Wage Law</i>			

MAINTENANCE

Maint. Utility	\$26.495	\$27.290	\$28.110	\$28.815
Entry Woods Mechanic	\$30.080	\$30.980	\$31.910	\$32.710
Woods Mechanic	\$32.805	\$33.790	\$34.805	\$35.675
Jrny Woods Mechanic	\$37.495	\$38.620	\$39.780	\$40.775

ROAD MAINTENANCE

Lowboy Opr	\$32.435	\$33.410	\$34.410	\$35.270
Jour/Level Rd.Mtne-Ent	\$29.015	\$29.885	\$30.780	\$31.550
Jour/Level Rd.Mtne-Int	\$30.055	\$30.955	\$31.885	\$32.680
Journey Level Road Mtce	\$31.335	\$32.275	\$33.245	\$34.075
Crew Bus- Cons	\$19.800	\$20.395	\$21.005	\$21.530
Crew Bus Pass-Cons	<i>Based on WA State Minimum Wage Law</i>			

OTHER

Swing (second)	\$1.00	\$1.00	\$1.00	\$1.00
Graveyard (third)	\$1.00	\$1.00	\$1.00	\$1.00
Tether	\$1.00	\$1.00	\$1.00	\$1.00
Lead	\$1.50	\$1.50	\$1.50	\$1.50

SORT YARD:

	6/1/22	5/29/23	6/3/24	6/2/25
	5.50%	3.00%	3.00%	2.50%

MAINTENANCE

Parts Person - Dpt 120	\$31.265	\$32.205	\$33.170	\$34.000
M-1 - Dpt 120	\$29.935	\$30.835	\$31.760	\$32.555
M-2 - Dpt 120	\$31.730	\$32.680	\$33.660	\$34.500
M-3 - Dpt 120	\$33.515	\$34.520	\$35.555	\$36.445
M-4 - Dpt 120	\$35.485	\$36.550	\$37.645	\$38.585
M-5 - Dpt 120	\$37.285	\$38.405	\$39.555	\$40.545
E-1 - Dpt 120	\$38.480	\$39.635	\$40.825	\$41.845
E-2 - Dpt 120	\$39.680	\$40.870	\$42.095	\$43.145
M-1 WE - Dpt 120	\$33.260	\$34.260	\$35.290	\$36.170
M-2 WE - Dpt 120	\$35.255	\$36.310	\$37.400	\$38.335
M-3 WE - Dpt 120	\$37.240	\$38.355	\$39.505	\$40.495
M-4 WE - Dpt 120	\$39.430	\$40.610	\$41.830	\$42.870
M-5 WE - Dpt 120	\$41.430	\$42.670	\$43.950	\$45.050

SORTING YARD

BSYO - Dpt 130	\$31.330	\$32.270	\$33.240	\$34.070
ISYO - Dpt 130	\$32.355	\$33.325	\$34.325	\$35.185
SYO - Dpt 130	\$32.685	\$33.665	\$34.675	\$35.540
BSYO WE-Dpt 130	\$34.810	\$35.855	\$36.935	\$37.855
ISYO WE- Dpt 130	\$35.950	\$37.030	\$38.140	\$39.095
SYO WE- Dpt 130	\$36.315	\$37.405	\$38.530	\$39.490

SCALER

Entry Scaler	\$30.340	\$31.250	\$32.190	\$32.995
Junior Scaler	\$33.505	\$34.510	\$35.545	\$36.435
Senior Scaler	\$35.115	\$36.170	\$37.255	\$38.185
Master Scaler	\$36.710	\$37.810	\$38.945	\$39.920

GROUNDS CREW

Groundperson	\$27.915	\$28.750	\$29.615	\$30.355
Groundsperson WE	\$31.015	\$31.945	\$32.905	\$33.730

OTHER

Swing (second)	\$1.000	\$1.000	\$1.000	\$1.000
Graveyard (third)	\$1.000	\$1.000	\$1.000	\$1.000
Lead	\$1.500	\$1.500	\$1.500	\$1.500

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Wednesday, November 20, 2024 8:28:08 PM

This email is from a sender not in the IAM's email system. Do not click any links or open attachments unless you are expecting this information. If unsure, contact the sender to confirm.

Username: D3DA10AD-6609-49D1-8596-F8CA800D771D
Numeric Response ID: 176325
Response GUID: D7407792-B436-48F8-A61B-7BB3B5C81359
Survey Start Date: Wednesday, 20 November 2024 20:00:32
Survey Completed Date: Wednesday, 20 November 2024 20:26:58

IAMAW SRF-5

CONTRACT DETAILS

Submitted by:

Jeff Wagner

Submitted by Title:

(i.e., Business Representative)

Business Representative

Email Address:

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 No

Master Agreement No

Coordinated Bargaining Agreement Yes

Aerospace (Related) No

Health Care (Related) No

Service Contract Act (Related) No

Products Manufactured / Services

Wood Products

Association (if applicable)

Not Answered

IAMAW SRF-5

SITE DETAILS

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

Employer

Weyerhaeuser

Tradestyle Operation / Division

Timber Harvest

Former employer name

If applicable.

Not Answered

Work Place Address

1701 Industrial Way

City

Longview

State / Province

WA

Zip Code

98632

Reported # of Barg Unit Employees at Site

88

Reported # of IAM Members in Unit at Site

88

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.

\$35.25

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

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OCCUPATION DETAILS

Occupation(s)

Farming, Fishing & Forestry

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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 pay checks per year
2	Health	06/01/2022	Employee	Dollar (\$)	\$24.00	Bi-	On 24 pay

	Plan		+ 1			Weekly	checks per year
3	Health Plan	06/01/2022	Family	Dollar (\$)	\$32.00	Bi-Weekly	On 24 pay checks per year
4							
5							
6							
7							
8							
9							
10							

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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

Penson / Retirement

	Name	Date Rate Effective	Category	Amount Type	Amount	Frequency	Memo
1	Pension Frozen for New Hires	06/01/2022	Benefit Multiplier	Amount (\$)	\$53.50	Per Month	For every year of service
2							
3							
4							
5							

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OTHER UNIONS ON SITE

Name(s)

Not Answered

Memo

none

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CONTRACT LANGUAGE DETAILS

Type(s) of Contract Language

Please select all that apply

Not Answered

Memo

Not Answered

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ADDITIONAL COMMENTS AND/OR DETAILS

Additional Comments and/or Details

Not Answered

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UPLOAD CONTRACT DOCUMENT

Please attached an electronic version of the Contract here.

Final Longview Y & W 2022-2026 Contract.pdf - 507 KB

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