

**Memorandum of Agreement
between
Weyerhaeuser (WTL & NWL) and IAM&AW District W24**

The parties agree to the following:

- The Company will adopt the Weyerhaeuser Attendance Policy (U.S. & Canada, Union, Hourly Production) effective 2026-03-15 policy at all locations.
 - With the implementation of this policy, the Company will be tracking attendance in the UKG system. Because this system went live on March 15th, 2026, all employees attendance record will reset to zero (0) occurrences as of that date.
 - If an employee is already in the disciplinary steps, those will remain in effect as per the CBA. Any occurrences that would result in discipline will result in the employee receiving the next step of discipline.
 - There is only one track for discipline which includes attendance and conduct.
 - If such time the Company determines that the Attendance Policy needs to be updated, the Company will notify the Union prior to implementing such changes.
- Biometric/Facial recognition on the UKG timeclock requires an employee to opt-in consent using the UKG notice and consent statement. Employees who opt-in, have the ability to opt out at any time. The Company will not require employees to opt in to this feature.
- Time clocks do not record video or audio.

This Memorandum of Agreement is in effect until the expiration of the 2026 Collective Bargaining Agreement.

Date: May _____, 2026

For the Company

For the Union