

Weyerhaeuser and IAM
Negotiations for Successor Collective Bargaining Agreement

Longview Final

Location(s): Longview

Current Agreement Expiration: 5/31/26

The following Items were tentatively agreed to:

Housekeeping

- Change all applicable dates, formatting, table of contents, and spelling/grammatical errors upon final edit of the agreement.
- Update numbers throughout to include both a numerical value and a written word [ex. “one (1)”].
- Article 5 – Adjustment of Complaints: Step 2(a) replace “department manager” with “supervisor”.

Step 1: The employee(s) (with his/her shop steward) shall present the grievance to his/her immediate supervisor within eight (8) days of the date and time of the occurrence of the event giving rise to the grievance, or eight (8) days from the date and time such event should have been known, or it shall be deemed waived. If the issue is not resolved eight (8) days after the grievance is so presented, it shall be reduced to writing and signed by the employee(s) and the supervisor; then

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

The grievance shall be taken up by the Plant Committee at its next regular meeting. If the Plant Committee is unable to resolve the grievance, then

Step 3: The Union Rep or its representative shall request, in writing to meet with the regional management or its representative(s) to discuss the grievance in order to find a resolution. The regional management or its representative(s) shall give a written answer within fifteen (15) days from the date of the last meeting at this step, or it may be assumed that the Company has granted the grievance.

C. If no settlement is reached in step 3, either party may, within ten working days following the receipt of the Company’s answer in step three, request the issue be placed in Mediation. Upon mutual agreement, the Union and Company representatives shall meet as promptly as possible with a mediator assigned by the Federal Mediation and Conciliation Service to determine if a mediated settlement can be used to resolve the issue. If the grievance is unresolved after this step, the Union has the right to refer the grievance to an arbitrator as provided below.

D. If the Union desires to pursue the matter further, it may refer the grievance to arbitration as provided for below. The Union will have (10) days after the next monthly Local Lodge meeting to notify the Company in writing that they will arbitrate the grievance.

- Article 13 – Seniority (K – Step 4)
 - Curtailment – Maintenance Crafts
 - Millwright Electrician Mobile Mechanic Lubrication Technician
 - Filer
 - Curtailment – Management Appointed Maintenance Positions

- Article 18 – Skill Based Pay Systems:
 - Remove duplicated language as it is covered by Article 13 – Seniority:
 - “These positions (Chargehand and QA) will be appointed by management (i.e. these jobs will not be subject to bid), as required”.
 - Remove outdated believe old language from previous contracts
 - The Company will train Shippers to become competent in other tasks by seniority from amongst those expressing interest in enhancing their competency. The Company shall maintain a competency list, outlining those work assignments each Shipper is competent to perform.
 - All prior agreements and practices in the Shipping Department shall be void.
 - Remove outdated language
 - Kiln Department: In accordance with current practices, when TEO’s are not being utilized in the Kiln Department, they may be required to flow-to-work in other parts of the operation.
 - Remove: Areas are not used and outdated
 - Maintenance Areas
 - Remove outdated language:
 - I. The parties agree to \$1.00/hour added to the Shipper 2 wage with the understanding the adder would only be paid when the maintenance work is being performed.
- Article 20 – Maintenance:
 - L. 2 – Employees temporarily transferred between departments or within departments by the Company action for the convenience or benefit of the Company or the employee, retain their seniority in the same manner as if they had not been transferred. No temporary transfer shall be over fifteen (15) working days.

Article 3 – Union Security

The Company will furnish to the Union a list of all new employees, and a list of those employees whose employment has been terminated upon request.

Article 7 – Plant Committees

A. The Company shall appoint a Standing Committee of four (4) individuals which shall represent the Company, all of whom shall be and remain regularly employed at the operation covered by this Agreement. The Company Standing Committee shall include representation from all parts of the operation.

Article 10.L - Fitness Center Reimbursement

Employees will be eligible for reimbursement of gym membership fees or dues of not more than -\$200/year reimbursed annually.

Article 13 – Seniority

A. The parties recognize the principles of seniority and competency for employees of over one-hundred-twenty (120) calendar days. After a new employee has served the one-hundred-twenty (120) day probationary period, their seniority will date back to the date of hiring, unless an additional no more than one-hundred-twenty (120) day probationary period is requested by the Company and mutually agreed upon by the Union and the Company. The Company will monitor the employee and report

weekly to the appropriate union official. Leaves of absence will not count toward the probationary period.

Q. Job Posting Procedure

1. All jobs shall be posted except those appointed by management (specifically **Merch Cab (and backups)**, **Breakdown Cab (and back ups)**, **Planer Setup**, **Lead Planer Maintenance Grinder**, Quality Control, Chargehands, Lead Grader, , Utility Grader SPC, , Maintenance Planners, Maintenance Leads, Backup Leads, Process Control Technicians, and PDM Technician , Apprentice and in training opportunities)

Add to wage schedule:

- PDM in training opportunity = Employee would receive \$1/hour added to their current rate, not to exceed the PDM tech rate. This additional pay will only be provided during the employees' training period.
- Process Control in training opportunity = Employee would receive \$1/hour added to their current rate, not to exceed the Process Control Tech rate. This additional pay will only be provided during the employees' training period.

7. In the event of absence due to health reasons, leave of absence, or vacations during the time a vacancy was posted, an employee may, within five (5) working days after returning to work, review any bid posted in the prior ninety (90) calendar days and hold the option to assume any regular job of those jobs which they could have bid except for absence.

14. Each employee may have no more than three (3) successful bids per year, unless extended by mutual agreement of the Company and Union Standing Committee.

Article 18 – Skill Based Pay Systems

Group “A”, “B” and “C” Job Grouping

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

Wage Scale - Plant Utility

Plant Utility:

Level 1 – \$26.63

Level 2 – \$27.50

Level 3 – \$27.75

- Met all qualifications for Level 2
- Qualified in one C-Group jobs in each the Sawmill and the Planer
- Qualified in small mobile equipment (ex: Bobcat, Dingo), medium-size loader (ex: 966), forklift (small and large)

Company Proposal 8: Wage Scale

- Add Log Yard lead (*job is not listed, currently getting a \$1 adder*)
- Add weekend Plant Utility adder (*currently getting \$.50 for all weekend hours worked*)
- Separate Maintenance into Millwright and Electrician positions, change number of levels
 - Maintenance Millwright/Machinist:
 - Journey Person – \$37.25
 - Level 1 – \$39.00
 - Level 2 – \$41.00

- Level 3 – \$44.25
- Lead – \$47.00
- PDM Technician – \$47.00
- Planner – \$47.00
- Maintenance Electricians:
 - Journey Person – \$38.00
 - Level 1 – \$40.00
 - Level 2 – \$42.00
 - Level 3 – \$45.25
 - Lead – \$48.00
 - Process Control Technician – \$47.00
- Dual Trades:
 - Level 1 – \$45.50
 - Level 2 – \$46.50
 - Level 3 – \$48.00
- Note: Mechanic stays with current wage and structure. No changes to other positions proposed by the Union

Union Proposal – Maintenance Classification Detail *(Side letter not to be included in CBA)*

Current descriptions of the various classifications comprising the new maintenance structure and requirements are set as of ratification. They are not static but will be updated as necessary to reflect evolving changes in technology and best maintenance practices. Advancement from one classification to another will be based upon the determination of management personnel with consideration to input from leads and peers, with notification to the Union Standing Committee.

Challenges, if any, to the initial slotting will be reviewed by management during the first available opportunity following ratification. If the employee does not agree with the initial slotting it will be subject to the grievance procedure.

Our intention is that no employee loses pay in this process. Any current maintenance employee who is slotted into a position less than what they are currently making will be grandfathered at their current rate of pay. Employees with a grandfathered rate will keep the higher rate of pay until they either bid or advance into another job classification, at which time they will receive the rate of the new position.

Company proposals still outstanding:

Company PROPOSAL 6: Article 15 – [Overtime Move to big table](#)

Shift Extension: Shift extension is an extension of an operator’s shift by 2 ½ hours, or less, before or after their regularly scheduled shift.