

SNOW PEAK OPERATIONS

**WORKING
AGREEMENT**

between

WEYERHAEUSER COMPANY
Western Timberlands



Weyerhaeuser

and the

**WOODWORKERS LOCAL
LODGE W-246**

**International Association of Machinists
and Aerospace Workers**

Affiliated with American Federation of Labor



6/1/2022– 5/31/2026

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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 wages, hours of employment and other terms and conditions of employment under which the covered employees shall work for the Company at Company's logging operation headquartered at Griggs, Oregon, 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 this first day of June 2022, by and between WEYERHAEUSER COMPANY, hereinafter known as the Company, and WOODWORKERS LOCAL LODGE W-246, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, hereinafter known as the Union.

ARTICLE 1 – UNION RECOGNITION

During the life of this Agreement Weyerhaeuser, Snow Peak Operations recognizes IAM Woodworkers Local Lodge W-246 as the sole collective bargaining agent for its logging, maintenance, and transportation employees at its Snow Peak Operations headquartered at Griggs, Oregon. Excluded from this Agreement are office and clerical employees, guards, fire watch, truck washers, professional, part-time, and supervisory employees as defined in the National Labor Relations Act, as well as all employees of independent contractors and subcontractors doing business with the Company. Part-time employees are defined as any employee hired for a job that is scheduled to work not more than twenty (20) hours per week.

PAST PRACTICES

All prior understandings, past practices, Memorandums of Agreements, committee meetings, minutes, etc., from the Snow Peak, division shall be considered null and void.

CONTRACTING

There shall be no restrictions or limitations pertaining to the Company's right to contract or subcontract during the term of this Agreement.

CREW SIZE

The Company shall determine (a) the number of sides, (b) the number of employees in each department, and (c) the number of employees in each job classification.

ARTICLE 2 – WOODS COMMITTEE

There shall be elected by the Union a committee of three (3), to be known as the Woods Committee, who shall be employees of the Company. It shall be the duty of said Committee to meet with the Company to adjust all grievances reported. When available, representatives of the Union may assist in the adjustments. At least two (2) members of the Union Committee shall be present at all meetings with the Company.

ARTICLE 3 – GRIEVANCE PROCEDURE

- A. The grievance and arbitration procedures provided for herein shall constitute the sole and exclusive method of adjusting all complaints or disputes which the Union or employees may have concerning the interpretation or application of this Agreement. A party who has filed a grievance may withdraw it without prejudice at any stage of the grievance procedure prior to commencement of a hearing before an arbitrator.
- 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 or without his/her shop steward) shall present the grievance to his/her immediate supervisor within three (3) working days of the date and time of the occurrence of the event giving rise to the grievance, or three (3) 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; for submission to Step 2.

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 Woods Committee at its next regular meeting. If the Woods Committee is unable to resolve the grievance, then the issue shall be submitted to Step 3.

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 Employer 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. If such grievance is not referred to arbitration within ten (10) days of the written answer provided for in Step 3, the grievance shall be considered settled on the basis of the final decision rendered to the aggrieved party.

- D. Unless indicated otherwise, 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 Employer 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 Employer. Such waiver by the Union, or granting by the Employer, 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.
- L. It is mutually understood and agreed that employees, Shop Stewards and Woods Committee members shall wait until breaks, lunch periods or before or after shift to discuss labor problems.

STRIKES AND LOCKOUTS

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.

The Union agrees that it will not recognize any jurisdictional strike or picket line.

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 operations protection during a shutdown shall stay on the job until such a time as the operations is secure but no longer than the end of their shift.

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 4 – HOURS OF LABOR

The regular work week shall consist of five (5) consecutive eight (8) hour days with Monday as the first day of the work week. Any variations or change in the work week or the present established daily work schedules may be made by the Company provided employees are given seven (7) calendar days' notice of such change and the following conditions are met:

- A. 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.
- B. Repair and maintenance employees' work week may be adjusted to meet the needs of the operation; however, they shall have two (2) consecutive days off.
- C. When operations are maintaining a seven (7) day work schedule, work schedules for those employees necessary to operate that department or job may be adjusted as long as such employees have (2) consecutive days off, as long as they are not rotating days off, and as long as overlapping shifts are not established on the twenty four (24) hour schedule.

Other shift configurations for all or part of the Woods operation may be instituted by the Company (for example, four (4) ten (10)-hour shifts). If such shift changes require related contract modifications, such shall be deemed made. For example, overtime over eight (8) hours in a day shall be changed to overtime over ten (10) hours in a day if it is decided to operate a four (4) day, ten (10) hour schedule. Likewise, if a holiday falls on a day the employee is scheduled to work, he/she will receive ten (10) hours' pay, but if it falls or is observed on a nonscheduled day, he/she will receive eight (8) hours' pay.

- D. All time worked in excess of eight (8) straight time hours per day and forty (40) straight time hours per week shall be paid for at

time and one-half of the rate of the job performed. There shall be no duplicating or pyramiding of overtime pay. However, all time worked by an employee on his/her regular scheduled days off shall be paid at the rate of time and one-half provided the employee has worked a total of forty (40) hours during his/her five (5) day regular work schedule.

- E. Time lost from work for which an employee is compensated due to a holiday, bereavement leave, jury duty, grievance meetings, and safety meetings shall count as time worked in computing weekly overtime.

ARTICLE 5 – REPORTING TIME

An employee reporting to work but not put to work through no fault of his/her own shall receive two (2) hours pay at straight time unless notified prior to reporting that his/her services are not required. This rule shall not apply if the department in which the employee works is shut down by a breakdown or bad weather or if failure to put such employee to work is caused by something which the Company could not reasonably foresee in time to give notice. This two (2) hour minimum pay clause shall not be taken advantage of by the Company to work an employee two (2) hours only and then dismiss him/her. No time lost during any working day shall be deducted from the employees' pay if they are retained on the job.

ARTICLE 6 - HOLIDAYS

- A. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, the day before Christmas Day, Christmas Day, the day before New Year's Day, and two (2) floating holidays shall be recognized as paid holidays for all qualified employees.
- B. Christmas Day (December 25) shall mean a twenty four (24) hour calendar day period commencing at 12:01 a.m. and ending at 12:00 midnight.

- C. The two (2) floating holidays will be applied as follows: One will be designated by management by March 1st of each year to qualified employees. In the absence of such designation, the holiday will be an individual floating holiday. The Company will not schedule the floating holiday during weeks when the Company has scheduled vacation.
- D. One will be an individual floating holiday. It shall be the employee's responsibility to give the Supervisor adequate advance notice. Employees must receive approval prior to taking the requested floating holiday. Management will approve floating holiday requests subject to operational needs.
- E. Paid holidays recognized by this Agreement shall be observed on the day established by Congress for federal employees, where applicable.
- F. Holiday pay shall be computed at the qualified employee's regular job rate of pay for his/her regular straight-time work schedule for the day.
- G. Work performed on any holiday shall be paid for at one and one-half times the employee's job rate of pay.
- H. If a holiday falls on Sunday, the following Monday shall be recognized as the holiday; however, the December 24 and December 31 holidays shall be recognized on the days they occur, without regard to Sunday.
- I. When a holiday falls within a week the Company has designated 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. There shall be no doubling of overtime, premium, or holiday pay rates, but the employee shall be paid at the highest applicable rate for work performed by him/her.

- J. There shall be no discrimination against employees who refuse to work overtime or on holidays.
- K. An employee is qualified for holiday pay (1) if he/she has at least thirty (30) days of 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. FMLA, OFLA, OR Sick Leave, etc.) when taken the day before or after the holiday shall not be considered a regularly scheduled day, for holiday pay qualification.
- L. Where an employee is absent because of an industrial accident occupational disease and has at least ninety (90) calendar days' seniority, he/she shall be qualified for holiday pay for the "paid" holidays which occur during the first six (6) months following the first compensable date of the disability resulting in such absence. Written proof of such industrial accident or occupational disease may be required by the Company. Such holiday pay shall be paid on the regular payday for the period in which the holiday occurs.
- M. Where an employee is absent because of an accident or illness, other than an industrial accident or an occupational disease, and has at least ninety (90) calendar days' seniority, 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 such accident or illness resulting in such absence. Written proof of such accident or illness may be required by the Company. Such holiday pay shall be paid on the regular payday for the period in which the holiday occurs.
- N. When an employee loses holiday pay because of lack of work, upon his/her return to work he/she shall receive an amount equal to the pay so lost during his/her first thirty (30) calendar days of such layoff.
- O. When an employee loses holiday pay because of a layoff due to weather conditions, upon his/her return to work he/she shall

receive an amount equal to the pay so lost during the first one-hundred twenty (120) calendar days of such layoff.

- P. Otherwise qualified employees on leave of absence for Union business shall be qualified for holiday pay for the "paid" holidays which occur during the first thirty (30) calendar days of such leave of absence, provided the employee returns to work upon the termination of such leave of absence.
- Q. If an otherwise qualified employee fails to work said "day before" the "paid" holiday because he/she is on leave of absence not to exceed thirty (30) days' duration, specifically authorized by the Company (including temporary leave of absence for Armed Forces or National Guard service) and returns to work in accordance with the terms of such leave of absence, the affected employee's last scheduled work day before leaving on such authorized leave of absence of not to exceed thirty (30) days' duration shall be considered as synonymous with said "day before" the "paid" holiday.

An otherwise qualified employee shall qualify for all paid holidays which occur within thirty (30) days of a permanent closure, provided said employee actually works the last workday scheduled for him/her by the Company.

- R. If an otherwise qualified employee is specifically excused by his/her Supervisor from reporting for work by verbal excuse, (for three (3) days or less) either the Supervisor or the affected employee shall notify the Company's time office (or persons other than the Supervisor granting said excused absence that is designated by the Company) within five (5) days from the time the excused absence was verbally granted, that such verbal excuse had been granted. Excused absences for a period in excess of three (3) days must be in writing.

ARTICLE 7 – RATE OF PAY FOR AN EMPLOYEE SHIFTED TO ANOTHER JOB

If work of a higher paid classification is temporarily required of an employee, he/she shall receive the wage of the position to which he/she has been assigned and for as long a time as he/she occupies that position. No employee shall be subject to censure when assigned to a higher classification for which he/she has not been properly trained.

If any employee is temporarily shifted to any position paying a lower wage than he/she has been receiving, no reduction in wage shall be made; but, in case the employee's services are no longer required in his/her class of employment, the Company may, with the employee's consent, instead of laying him/her off, transfer him/her to another position and fix the wage according to the position. If the former position is reopened, the employee shall be returned to it.

ARTICLE 8 – SENIORITY

The Snow Peak Operations shall be divided into three (3) departments for purposes of seniority, promotions, curtailments, layoffs, and recalls. These departments are Yarding and Loading, Construction, and Shop/Maintenance.

Department seniority is defined as the length of service in a given department. Department seniority begins after completing six hundred twenty (620) worked hours of employment in a department and is retroactive to date of entry. Department seniority shall be the sole seniority used for promotions, curtailments, layoffs, and recalls within a department.

Seniority and the employment relationship shall be broken and terminated if an employee is laid off for a period of twenty four (24) months.

PROBATIONARY EMPLOYEES

A new employee shall be considered a probationary employee for the first. Such employee may be discharged or laid off at the Company's discretion at any time with or without prior notice.

PROMOTIONS

Only job vacancies which exceed or are expected to exceed fifteen (15) working days shall be posted for bid. Job vacancies due to employee illness or injury or leave of absence need not be posted for thirty (30) working days. Employees wishing to be considered for a posted job vacancy must sign their name on the job posting notice. A job vacancy shall remain posted for three (3) working days. Each such job posting shall contain information as to department, job title, rate of pay, and a brief job description to include the necessary job skills and/or qualifications required.

First preference to a posted vacancy shall be extended to qualified employees in the department in which the posted vacancy occurs. Should there be no qualified bidders from within the department; consideration will be given to interested, qualified employees from outside the department who have signed the posting notice. In the event no employees are deemed qualified to fill the posted vacancy, the Company reserves the right to fill the vacancy with a qualified individual from outside the bargaining unit.

In filling any posted vacancy, first consideration will be given to the applicant's competency, based on his/her knowledge, training, skill, and ability as demonstrated by past work performance. The applicant's past safety and attendance record shall also be considered. All else being equal, due consideration will also be given to the applicant's appropriate seniority standing.

After being selected based on the criteria stated above, the successful applicant shall be afforded a trial period up to two hundred and forty (240) hours in order to become qualified on the job in question. At any time during this trial period the employee may disqualify

himself/herself or be disqualified by the Company. Should either event occur, the disqualified employee shall return to his/her most recent available job held automatically replacing the last employee placed on that job. Any employee displaced by a returning job holder, (disqualification, leave of absence, injury) shall return to his/her most recent available job held, automatically replacing the last employee placed on that job, etc. 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 procedure.

Should the original selected applicant fail to qualify within the two hundred and forty (240) hour trial period, a qualifying second applicant shall be selected from the initial job posting. Should the second applicant fail to qualify or if there is no qualified second applicant, the job vacancy shall be reposted. If no qualified bidders are produced by the second posting, the vacancy will be filled from outside the bargaining unit.

The job classifications of Production Crew Leader, Construction Crew Leader, and Mechanic Crew Leader shall be excluded from the promotion and seniority provisions of this Agreement. Crew Leader vacancies may be filled by the Company without regard to qualifications or seniority.

Temporary vacancies not expected to exceed fifteen (15) working days shall not be posted and may be filled by the Company in any manner they deem practical without regards to qualifications or seniority.

CURTAILMENT PROCEDURE TEMPORARY

Curtailment of a department, part of a department, or a job within a department for ten (10) working days or less shall be considered temporary and the affected employees will be laid off as his/her individual job shuts down. Bumping will not be allowed during this ten (10) working day period.

CURTAILMENT PROCEDURE PERMANENT

Curtailment of part of a department or a job within a department for longer than ten (10) working days will be considered permanent and the affected employees shall be allowed to exercise their department seniority within their respective job classifications and replace employees with less department seniority.

As seniority continues to accrue on all past permanent jobs held, an employee eliminated from a classification may exercise his/her department seniority and return to the last permanent job classification held within the department, replacing the employee with the least department seniority.

An employee whose last permanent job classification is no longer in operation or who has insufficient department seniority to bump said job may exercise his/her department seniority within the department and return to his/her next previous permanent job classification, etc.

An employee who has no last permanent job to return to within the department may exercise his/her department seniority and replace the most recent employee hired in the department who holds a job which the curtailed employee is qualified to perform. In exercising seniority in this manner, a curtailed employee may only bump to an equal or lower paying job classification. Employees eliminated from a department, as the result of this procedure, shall be placed on layoff status and subject to department recall. It is recognized that some leeway is necessary in the application of this Curtailment Article to provide for instances where consideration of qualifications require that exceptions be made to insure a safe and efficient Company operation.

Employees remaining in the department on curtailed status or who are on department layoff may return to the department jobs from which they were curtailed or bumped as said jobs are later reestablished or become vacant. An employee must exercise said return right at his/her first opportunity or forfeit same. Employees will be responsible to keep the Company updated of their current contact information.

An employee who is curtailed or bumped and who wishes to avoid layoff must exercise his/her right to bump immediately or lose the right to bump for the duration of that layoff period. A curtailed employee may not bump across department lines.

ARMED SERVICES

Any employee who enters the Armed Services of the United States Government, the Ready Reserve, or National Guard shall be entitled to those rights guaranteed under current law. Any employee who has been granted a leave of absence shall retain all seniority rights as an employee of the Company.

LEAVES OF ABSENCE

Any employee selected to a permanent Union position necessitating a leave of absence, shall be granted a leave of absence by the Employer provided sufficient advance notice is given so that their work may be properly cared for. The duration of such leave of absence will be limited to four (4) years. Extensions of up to four (4) years shall be granted upon request by the affected employee for as long as the employee fills the permanent union position. Employees absent pursuant to such leaves of absence shall retain all seniority rights. All such leaves of absence shall be granted in writing by the Employer and a copy of the letter granting such leave shall be filed with the Union and the Employee. Upon expiration of such leave of absence, the employee will give at least ten (10) working days' written notice to the Employer before returning from said leave of absence.

The Employer further agrees that any employee elected to a county, state or federal office requiring such portion of his/her time as to interfere with the performance of his/her job shall, upon request, be granted a leave of absence equal to one (1) term in office, unless extended by mutual agreement. If such employee returns to work upon expiration of said leave of absence, he/she shall be reinstated to the job (if qualified) held at time of leave. An employee shall not receive vacation or holiday benefits while on such leave of absence.

ARTICLE 9 – PAYDAYS

Employees shall be paid on a bi-weekly schedule, with paychecks being distributed every other Friday.

Final pay for voluntary quits or involuntary terminations is payable on the next regular payday.

ARTICLE 10 – TRANSPORTATION

The Company will provide Company-owned transportation for those employees desiring transportation from the Griggs marshaling point to their assigned work area. It is the intent of the parties that no time spent riding to the work site and returning shall be considered as compensable work under the Fair Labor Standards Act.

Employees who elect not to use Company transportation to and from the work site will be responsible to provide for their transportation needs at no cost to the Company. There shall be no hoot owl or travel time premium paid under the terms of this Agreement.

ARTICLE 11 – 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 12 – WAGES

Wage rates for the term of this Agreement are set in accordance with the provisions of the 2022 Settlement Agreement as follows:

June 1, 2022, a five and a half percent (5.5%) general wage increase shall be applied to all job classifications, to be implemented Monday, June 1, 2022.

June 1, 2023 a three percent (3%) general wage increase shall be applied to all job classifications, to be implemented Monday, May 29, 2023.

June 1, 2024, a three percent (3%) general wage increase shall be applied to all job classifications, to be implemented Monday, June 3, 2024.

June 1, 2025, a two and a half percent (2.5%) general wage increase shall be applied to all job classifications, to be implemented Monday, June 2, 2025.

During the life of this Agreement, unless otherwise agreed by the parties, any general wage change which may hereinafter be made shall take effect on June 1. Either party desiring a general wage change shall mail a written notice sixty (60) days preceding the

aforementioned date and negotiations shall commence ten (10) days after such mailing date.

All general wage increases shall be computed and applied on the straight-time base hourly wage rates, attached hereto (Supplement 12). Each employee of the Company shall receive, as appropriate, the hourly job rate of pay adjusted and outlined in Supplement 12 of this Agreement.

The subjects of general wage adjustments and individual job classification adjustments are closed until June 1, 2026, except that such closure will not bar negotiations at any time on rates of pay for newly-established job classifications, or in regard to job classifications wherein there has been a substantial change in job content.

The Company shall immediately mail to the Union, upon request, a wage schedule for all job classifications in this operation. Said wage schedule shall be kept up to date.

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.

Temporary summer students may be hired to work from May 15 through September 15. These temporary summer students are not covered by the seniority, holiday, vacation, health and welfare, bereavement leave, jury duty, and pension articles in this collective bargaining agreement. The Company is not required to make either Health and Welfare or Pension contributions on their behalf.

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 13 – UNION SECURITY

All employees on and after thirty (30) days of employment or thirty (30) days after execution of this Agreement, whichever occurs later, shall keep paid all regular initiation fees and regular dues as set by the Union, as a condition of continued employment.

Any employee, as herein provided, and/or any Union member employee failing to pay regular dues for a period of three (3) months shall be discharged by the Company immediately upon receiving notice from the Union in writing, stating the employee's status in the Union.

ARTICLE 14 – SAFETY PROGRAM

There shall be a joint Safety Committee consisting of elected hourly employees and representatives of management who shall hold monthly safety meetings, record and publish meeting minutes, make safety inspections as deemed appropriate and review the overall safety activities of the division.

It shall be the responsibility of the Company to establish a safety policy and enforce all applicable rules. Any unsafe act, condition, or employee injury shall be immediately reported to the Company. It shall be the responsibility of each employee to learn and abide by all safety rules applicable to any job he/she may perform. Employees shall perform their jobs in a safe manner which will not endanger themselves or fellow employees. Violations of Company safety rules will be cause for disciplinary action up to and including termination.

No employee shall be required to work with any device, machine, or under condition found by the Safety Committee and concurred by the Company to be unsafe until same has been made reasonably safe. No employee's job shall be jeopardized for refusing to work under any unsafe conditions as herein determined.

Any conditions found unsafe by the Safety Committee and concurred by the Company shall be corrected or repaired within a reasonable

length of time. Any conflicts arising out of interpretation of unsafe acts, working conditions, or safety rules or policies, shall be discussed by the Committee with final authority retained by the Company.

ARTICLE 15 – VOLUNTARY CHECKOFF

The Company agrees to deduct from the pay of each employee who authorizes such deduction, initiation fees and monthly dues, and to remit such deductions to the Local Union once a month, together with a list of the employees showing the amount deducted from the pay of each. The Financial Secretary of the Union shall inform the Company in writing of these charges to be deducted and any change which may be authorized from time to time.

Checkoff Authorization:

I hereby authorize the Company to deduct from my pay the amount of the initiation fees and monthly dues, as specified by the Financial Secretary of the Local Union, to be remitted to the Local Union each month.

In the event official written notice is received from the Local Union that the monthly dues have been changed while this authorization is in force, my Company is authorized to deduct from my wages each month thereafter such amount as is specified in said notice from the Local Union.

I agree that this assignment of wages shall be irrevocable for a period of one (1) year from its date or until the expiration of the contract (whichever occurs first), and that it will be automatically renewed and irrevocable for an additional year from each of its anniversaries or each anniversary date of the contract (whichever occurs first), unless I submit a written revocation by registered mail to the Company within the ten (10) days preceding the anniversary date of this authorization or expiration date of the contract (whichever occurs first).

Date: _____

Signature: _____

ARTICLE 16 – HEALTH & WELFARE

- 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):
\$300 – Individual
\$600 – Family (employee +1)

ARTICLE 17 – RETIREMENT PLANS

The Union, on behalf of the employees individually and collectively within the Collective Bargaining Unit covered by this Agreement, and the Company agree to accept and be bound by the terms and provisions of the pension trust and plan known as "Timber Operators Council - IAM Pension Trust and Plan."

The Company agrees to participate in the TOC-IAM Pension Trust and Plan.

The contribution to said Trust and Plan, effective with such January 1, 2018, compensable hours and first payable in January 1, 2018, shall be one dollar and thirty cents (\$1.30) per compensable hour of each

covered employee. Vacation increment hours shall not be considered as compensable hours for this purpose.

Any bargaining unit participating in the Trust Plans shall have the opportunity to discontinue participation in their Trust plan and begin participation in the Company plan with credit for years of service for vesting but not for benefit service and to be eligible for the Company 401(k) plan.

1. Effective January 1,2023, applicable Snow Peak employees will transition from the current IAM-Timber Operators Council (TOC) defined contribution plan to the Company's standard 401(k) Retirement Plan and Retirement Savings Plan.
 - a. Retirement Plan: Eligible employees will receive a 5% Company Retirement contribution in their Weyerhaeuser 401(k) plan:
 - i. Contributions will begin the first full paycheck following sixty (60) days.
 - ii. Contributions will be vested per the vesting table below.
 - iii. 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.
 - iv. No in-service withdrawals of retirement contributions are available; only upon termination.
 - b. Retirement Savings Plan: The Company's 401(k) retirement savings plan includes the following features, subject to changes and limitations mandated by Federal Law.
 - i. Eligibility: Hourly employee of the Company.
 - ii. Employee Contributions: Employees may contribute a

percentage of their eligible pay to the plan up to the limits of the plan.

iii. **Company matching contribution:** The Company will add fifty cents (\$0.50) for each one dollar (\$1.00) that employees contribute out of the first five percent (5%) of their pay deferred.

Note: If corporate economic conditions deteriorate in all Company businesses to the extent that the Board of Directors place a moratorium on Company match contributions, on a Company-wide basis, such moratorium will be applicable to those covered under this agreement.

iv. **Investment Funds:** Employees have the choice of which investment fund they want to invest in.

v. **Vesting:** Employee contributions are 100% vested. The Company's contributions shall be based on the following vesting schedules based on the employee's years of service:

<u>Year of Service</u>	<u>Vesting</u>
<2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

ARTICLE 18 – EMPLOYMENT, SUSPENSION, AND DISCHARGE

The Employer reserves the right to hire all new employees and to suspend or discharge non-probationary employees subject to the non-probationary employee's right to grieve. The Employer agrees to formally warn a non-probationary employee before invoking a

suspension or discharge where the employee's conduct does not constitute serious misconduct or inexcusable error. The Woods Committee or Shop Steward shall be given a copy of such formal warning.

When the efficiency and production of any employee materially slackens or there is some evidence of unsatisfactory conduct, the Employer agrees to first warn the employee with a verbal warning. Any required second warning to an employee shall be a written warning. The third offense will result in a final written warning/suspension. All forms of discipline shall be in the presence of a Shop Steward or Woods Committee member, thus affording the employee an opportunity to correct his/her work and/or conduct. The fourth offense may result in the employee's immediate discharge. The Employer shall also advise the Woods Committee of such warning in writing. A copy of such final written warning shall be given both to the employee and the Woods Committee. Warnings shall not be a prerequisite to a discharge whenever an employee is guilty of serious misconduct or inexcusable error.

An employee will be considered on probation for a period of twenty four (24) months (active employment) from the date of the most recent disciplinary occurrence. Should the employee exceed this threshold without any further discipline, the employee will be reduced one step from the current level in the progressive disciplinary process. Subsequent 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.

Any non-probationary employee who feels he/she has been unjustly suspended or discharged must within two (2) working days of receiving notification of such action, file a grievance under the procedure outlined in Article III (Grievance Procedure) or his/her grievance will be null and void.

The Employer reserves the right to discharge a probationary employee notwithstanding the above.

ARTICLE 19 – JURY DUTY

Any regular employee who is required to perform jury duty, including grand jury duty, will be entitled to reimbursement at the straight-time hourly or incentive (holiday) rate of his/her regular job, for the hours necessarily lost as a result of serving on the jury; provided, however, that such reimbursement should not exceed the time lost from the employee's regular shift schedule. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury duty.

Non-woods crew employees will be required to report for work if their jury duty ends on any day in time to permit at least four (4) hours' work in the balance of their regular shift. Woods crew employees will receive jury duty pay for any day served in whole or in part.

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 20 – BEREAVEMENT LEAVE

When death occurs to a member of an employee's immediate family, the employee shall be granted necessary time off for purpose of bereavement. Said employee will be compensated at their regular straight time hourly rate for hours lost from their regular schedule, up to three (3) days, subject to the following limitations:

- Such paid time off must be taken within 30 days following the date of death.
- Members of an employee's immediate family are limited to the employee's spouse, domestic partner, sons, daughters, mother, father, brothers, sisters, stepparents, stepchildren, grandfather, grandmother, grandchildren, great- grandchildren, mother-in-

law and father-in-law or others covered under State law as defined for bereavement purposes.

- Proof of relationship and/or death and/or date of bereavement may be required.

ARTICLE 21 – 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 22 – EQUAL OPPORTUNITY EMPLOYER

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 23 – CALL TIME

After leaving the Company's premises following completion of their regular shift, employees called back to work prior to, but not contiguous with, their next regularly scheduled shift, shall be paid three (3) hours at their regular straight time or overtime rate, as appropriate, or pay for the hours actually worked, whichever is greater.

ARTICLE 24 – SEASONAL GIFTS

Seasonal gifts may be granted to eligible hourly employees as deemed appropriate by the Company. It is understood that the granting of such seasonal gifts shall not set precedence, and the decision to either grant or discontinue same shall rest solely with the Company.

ARTICLE 25 – SEVERANCE PAY

In the event of the permanent closure of the division, termination benefits will be available under this section to eligible employees with at least one (1) continuous year of service whose termination is directly caused by the plant closure, and for no other reason.

If a full logging side(s) is permanently closed as a direct result of the permanent closure of a Weyerhaeuser manufacturing facility, terminated employees who meet all eligibility requirements of this article will receive severance pay.

Such employees who remain with the Company as long as their services are required will be eligible for termination pay at the regular straight-time day rate of their regular job on the date the closure was announced.

Termination pay will be calculated on the basis of forty (40) hours of pay for each full year of service on the date of termination.

Termination pay will be limited to a maximum of 1,040 hours of pay per eligible employee.

ARTICLE 26 – REVISION AND TERMINATION

Except as it may be affected by the wage clause in Article 12 hereof, this Agreement shall remain in full force and effect until June 1, 2026, and/or succeeding June 1 thereafter in the manner set forth in this Article.

All issues upon which authority to negotiate was delegated by locals to the Woodworkers District 1 of the IAM-AW or their designate

representatives, not covered herein, are withdrawn and closed for the term of this Agreement.

Other issues opened either by the locals or the Company not included in this Settlement Agreement or incorporated by reference are withdrawn for the term of this Agreement if unresolved at the time that this Settlement Agreement is ratified, and the Union serves notice of such ratification.

Unless either party notifies the other of a desire to change or terminate the terms of this Agreement not less than sixty (60) days prior to the expiration date and negotiations shall start within fifteen (15) days thereafter, this Agreement will automatically continue in effect for the succeeding twelve (12) months.

If no agreement is reached at the expiration of this Agreement and negotiations are continued, the Agreement shall remain in force up to the time a subsequent agreement is reached but shall terminate if negotiations are discontinued by either party.

Except as they are amended by the terms of this Settlement Agreement, the subject of wages and the Collective Bargaining Agreement shall be renewed and/or extended and closed in their entirety until June 1, 2026.

IN WITNESS WHEREOF, the parties of this instrument have executed the same by their officers and agents hereunto duly authorized on this 1st day of June, 2022.

WEYERHAEUSER COMPANY

SNOW PEAK

By: Jill A. Bell
For the Company

WOODWORKERS LOCAL LODGE
W246 INTERNATIONAL
ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS

By: [Signature]
For the Union

SUPPLEMENT NO. 1 – WARM-UP TIME/DRIVE TIME & RATE

Warm-up Time: The Company and Union agreed to eliminate all "warm-up time" periods and pay employees for actual time worked.

Crew Leader or Senior Qualified Employee Drive: The Company agreed the senior qualified employee will be allowed to drive the crummy if the crew leader does not want to drive it.

SUPPLEMENT NO. 2 – COMPETITIVE LOGGING

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, (Snow Peak Operations) and IAM-AW (Local Lodge W-246), agree to the following Work and Pay systems:

Part I. 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, 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, will be communicated immediately to the appropriate personnel.
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 II. 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.

SUPPLEMENT NO. 3 – MECHANIC AND LEAD MECHANIC

All members of camp maintenance teams will flow to work to meet operational needs. Although the team leader may direct these moves, each team member is responsible to recognize operational needs and adjust their assignment accordingly, consistent with their skills and capabilities.

Entry into the maintenance department will include a testing process (to be developed) that could include both written and hands-on components.

SUPPLEMENT NO. 4 – BOOT, RAIN GEAR AND PRESCRIPTION SAFETY GLASS ALLOWANCE

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.

SUPPLEMENT NO. 5 – 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.

SUPPLEMENT NO. 6 – MEMORANDUM OF UNDERSTANDING – 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 2004 Memorandum of Agreement. In an effort to provide secure jobs, the Parties agree that in each logging operation, for the term of this Agreement:

No employee will be laid off except for:

- Catastrophe (e.g., 1980 Mt. St. Helen’s eruption, forest fires, Columbus Day Storm).

- Market conditions – up to two (2) weeks, then contractors would be laid off in the specific operation.
- Weather – up to two (2) weeks, then contractors would be laid off in that specific operation.
- Sale of Timberlands – reduction would reflect a percentage of the land downsized.

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.

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.

SUPPLEMENT NO. 7 – FIRE FIGHTING

It is understood and agreed that emergency firefighting is separate from other considerations in this agreement. When required to fight fire, employees will continue to receive their regular job rate for the balance of their regular shift. For the duration of the fire emergency, employees will receive their regular job rate at straight time for all hours worked or the state or federal fire rate whichever is appropriate. This paragraph does not apply to Company set slash fires, unless said fires get out of control and a fire emergency is declared.

SUPPLEMENT NO. 8 – SHOVEL LOGGER/PROCESSOR

It is the company's discretion which qualified employees will be assigned shovel logging and processor operator responsibilities and when those shovel logging and processing activities will occur.

These employees will receive their regular job classification rate for vacations, holidays, etc.

SUPPLEMENT NO. 9 – ROAD CREW DEPARTMENT PAY STRUCTURE

Equipment Operator 1:

- Class A CDL
- Proficient in operating one or more of the following (bid positions):
 - Excavator
 - Grade Cat
 - Proficient in operating all:
 - Dump Truck
 - Rubber Tire Backhoe
 - Roller
 - Front End Loaders
 - Forklift

Equipment Operator 2:

- Class A CDL
- Proficient in operating one or more of the following:
 - Grader (bid position)
 - Rocking Cat
 - Proficient in operating all:
 - Dump Truck
 - Roller
 - Front End Loaders
 - Forklift

Equipment Operator 3:

- Class B CDL
- Proficient in operating all:
 - Dump Truck (bid position)
 - Roller
 - Front End Loaders
 - Forklift

Crew Size: The Company shall continue to determine (a) the number of sides, (b) the number of employees in each department, and (c) the number of employees in each job classification.

Any future job incumbents in the E02 job classification will be required to possess all requirements as listed under E02 and be paid the wage associated with the job classification.

SUPPLEMENT NO. 10 – ALOCOHOL AND DRUG TESTING WORK RULES

Employees shall not:

- Use, possess, dispense or receive alcohol, intoxicants or controlled substances (drugs) on Company premises or while engaged in Company business.
- Report to work with any measurable amount of controlled substance, intoxicant or illegal drug in their system. The substances and levels at which samples shall be called positive will be consistent with DOT regulations.

Referral Agreement:

A. 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.

B. 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.

- C. 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.
- D. 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.
- E. Employees who test positive will be evaluated by certified addiction counselors, so certified by the appropriate certification board of either Washington or Oregon.

SUPPLEMENT NO. 11 – MAINTENANCE STRUCTURE FOR WOODS OPERATIONS

- A. Maintenance Utility
 - 1. Work as directed
 - 2. Change fluids and grease as appropriate
 - 3. Perform routine maintenance inspections
 - 4. Track service and maintenance records
 - 5. Inventory and track supplies, including filters, lubricants, and monitor bulk oil tank levels

6. Inventory and maintain oil and grease dispensing tools
7. Ability to conduct/assist with minor maintenance tasks as needed
8. Process, receive and track bulk fuel shipments and dispensing
9. Provide operator basic care for equipment and bulk dispensing systems
10. CDL required for work that requires operation of service truck

B. Entry Woods Mechanic

1. Service Truck - No CDL required, but ability to attain
2. Two (2) years of diesel school, heavy equipment training or equivalent (three (3) – four (4) years OTJ)
3. Ability to use a laptop diagnostic system, troubleshoot engines, drivetrains, electrical systems, brakes, mount tires
4. Same abilities as above for automotive application
5. PM equipment and trucks to include general servicing and fluid changes
6. Basic welding knowledge (stick and wire feed)
7. Acetylene torch work
8. Supply hand/air/battery tools up to 3/4-inch drive
9. Learning hydraulic systems (repair and troubleshoot), making hoses, etc.

C. Woods Mechanic

1. All Entry, plus up to three (3) additional years
2. CDL required or attain within one (1) year*
3. Experience to re-build both diesel and gas engines, drivetrains, anti-lock brakes, electrical, emissions systems, etc.
4. Welding/Air-arc/Fabrication
5. Basic hydraulic working knowledge
6. Ability to train/mentor others
7. Working knowledge of maintenance tracking/reporting systems (e.g. Abecas)

D. Journey Woods Mechanic

1. All Truck Mechanic, plus up to three (3) additional years:

2. CDL required*
3. Advanced understanding/troubleshooting of all intermediate skills (hydraulics, final drives, swing boxes, pumps, undercarriage, etc.)
4. Ability to troubleshoot, repair and calibrate processor systems (Timber-rite, etc.)

* As dictated by business needs.

SUPPLEMENT NO. 12 – WAGE TABLE

	6/1/2022	5/29/2023	6/3/2024	6/2/2025
	5.50%	3.00%	3.00%	2.50%
YARD & LOAD				
Leveling Shovel	\$ 35.495	\$ 36.560	\$ 37.655	\$ 38.595
Loader Operator	\$ 33.735	\$ 34.745	\$ 35.785	\$ 36.680
Lowbed/Equip Moving	\$ 32.435	\$ 33.410	\$ 34.410	\$ 35.270
Processor Operator	\$ 34.580	\$ 35.615	\$ 36.685	\$ 37.600
Shovel Logger	\$ 34.580	\$ 35.615	\$ 36.685	\$ 37.600
Production Utility	\$ 30.500	\$ 31.415	\$ 32.355	\$ 33.165
Crew Bus Driver	\$ 19.800	\$ 20.395	\$ 21.005	\$ 21.530
MAINTENANCE				
Maint. Utility	\$ 26.495	\$ 27.290	\$ 28.110	\$ 28.815
Entry Woods Mech	\$ 30.080	\$ 30.980	\$ 31.910	\$ 32.710
Woods Mechanic	\$ 32.805	\$ 33.790	\$ 34.805	\$ 35.675
Journey Woods Mech	\$ 37.495	\$ 38.620	\$ 39.780	\$ 40.775
ROAD MAINTENANCE				
Equipment Operator 1	\$ 30.690	\$ 31.610	\$ 32.560	\$ 33.375
Equipment Operator 2	\$ 29.460	\$ 30.345	\$ 31.255	\$ 32.035
Equipment Operator 3	\$ 28.885	\$ 29.750	\$ 30.645	\$ 31.410
OTHER				
Tether Adder	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00
Lead Pay	\$ 1.50	\$ 1.50	\$ 1.50	\$ 1.50
Swing (second)	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00
Graveyard (third)	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Friday, November 22, 2024 2:45:07 PM

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Username: D3DA10AD-6609-49D1-8596-F8CA800D771D
Numeric Response ID: 176408
Response GUID: 33BB6119-040B-4152-82C1-BE4AE78C0546
Survey Start Date: Friday, 22 November 2024 14:30:37
Survey Completed Date: Friday, 22 November 2024 14:44:55

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

06/22/2022

Expiration / Amendable Date

05/31/2026

Sector

Private (Non-Government)

Statute

NLRA

Does the contract contain a provision for ...

Check-Off Dues Yes

Check-Off MNPL / MCPL No

Check-Off Guide Dogs No

Is this a ...

First Agreement

Master Agreement

Coordinated Bargaining Agreement

Aerospace (Related)

Health Care (Related)

Service Contract Act (Related)

Products Manufactured / Services

Timber Harvesting

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 Harvesting

Former employer name

If applicable.

Not Answered

Work Place Address

34904 Brewster Rd

City

Lebanon

State / Province

OR

Zip Code

97355

Reported # of Barg Unit Employees at Site

14

Reported # of IAM Members in Unit at Site

14

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

W246

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.

\$32.14

Wage Memo

Not Answered

General Wage Increases and/or Lump Sum Payments

Please indicate if \$ or %. If no increase is negotiated, please enter "Zero"

	Effective Date	Category	Amount	Memo
First	06/01/2022	General Wage Increase (%)	5.5%	
Second	05/29/2023	General Wage Increase (%)	3%	
Third	06/03/2024	General Wage Increase (%)	3%	
Fouth	06/02/2025	General Wage Increase (%)	2.5%	
Fifth				
Sixth				

Is there a COLA Clause?

No

If yes, what is the formula?

Not Answered

IAMAW SRF-5

OCCUPATION DETAILS

Occupation(s)

Farming, Fishing & Forestry

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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	
2 Health	06/01/2022	Employee + 1	Dollar (\$)	\$24.00	Bi-	

3	Plan Health Plan	06/01/2022	Family	Dollar (\$)	\$32.00	Weekly Bi- Weekly
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	% Employer Contribution
2 401(K) / Savings Plan	% Employer Matching Contribution
3	

IAMAW SRF-5

PENSION DETAILS

Pension / Retirement

Name	Date Rate Effective	Category	Amount Type	Amount	Frequency	Memo
1 Single Employer Pension Plan	06/01/2022	Employer Contribution	Amount (\$)	\$53.50	Per Year of Service	
2						
3						
4						
5						

IAMAW SRF-5

OTHER UNIONS ON SITE

Name(s)

Not Answered

Memo

None

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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 - Snow Peak 2022-2026 Contract (1).pdf - 363 KB

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