

WEYERHAEUSER COMPANY

SNOW PEAK OPERATIONS



Local Negotiations

INTERNATIONAL ASSOCIATION OF MACHINISTS

AND

AEROSPACE WORKERS

AFL-CIO

LOCAL LODGE W246



March 13, 2026

1) Incorporate mid-term agreements as outlined in housekeeping below.

TA 3/13

2) Revise Road Crew Structure as follows:

TA 3/13

Equipment Operator 1 3:

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

Equipment Operator 3 1:

- 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.

HOUSEKEEPING

- Wage Schedule updates:
 - 4/14/2023 MOU – Rover job classification & pay rate: \$38.595 (current rate)

Other agenda items may be presented by the Company during these local discussions, or at the subsequent stages of this collective bargaining process.