

WORKING AGREEMENT

Between

WEYERHAEUSER COMPANY

WESTERN TIMBERLANDS
VAIL FOREST AREA



Weyerhaeuser

And

IAM – AW, AFL – CIO
LOCAL LODGE W-130



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 standards of hours of labor, rates of pay and other conditions under which the covered employees shall work for the Company and desire to regulate the mutual relations between the parties hereto during and under the terms of this Agreement:

NOW, THEREFORE, this Agreement effective as of June 1, 2022, is made by and between Weyerhaeuser Company, Vail Operation, herein called the “Company” and IAM Lodge No. W-130, AFL-CIO, herein called the “Union”.

ARTICLE 1 – RECOGNITION

The Company recognizes the Union as the sole collective bargaining agent for all its employees including, without limitations, temporary and part-time employees who are employed in bargaining unit jobs but excluding all office employees and all employees of rank of supervisor or higher.

ARTICLE 2 – 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, during the period of seven days beginning on and following the 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 (1) 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 of and 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 3 – 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 Lodge No. _____, Union _____ 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 the equivalent thereof) as subsequently certified from time to time to the Company by the Local Union President and Financial Secretary.

Deductions of the foregoing are to be made from my second pay of the month.

This authorization shall be operative as to the first pay received not less than five (5) 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 15 and January 31 of any year.

Signature of Employee	Social Security Number	Date of Birth
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Address	City	State	Zip
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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 fifteenth 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.

- E. Effective with ratification of this agreement, voluntary payroll deductions will be allowed for Machinist Non-Partisan Political League per agreement with the Company and Union.

ARTICLE 4 – STANDING COMMITTEE

- A. Union Committee: The Union employees shall select a four-member Standing Committee. Said members are to be in the regular employ of the Company. In the event of the resignation, disability, disqualification, or death of any member of the Committee, his/her successor shall be named at the next regular meeting of the Union, and during the interim the remaining members of the Committee shall have the power to act.
- B. Company Committee: The Company agrees to select a committee of up to five (5), any one or more of who shall represent the Company.

ARTICLE 5 – SAFETY PROGRAM

The Company and the Union will deal with matters of safety as provided by the laws of the State of Washington and in conformity with the procedure set out in Supplement No. 1 attached hereto.

ARTICLE 6 – 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 the following progressive disciplinary procedures, except for cases of misconduct, which may warrant immediate discharge.

1. Verbal Warning
 2. Written Warning
 3. Suspension
 4. Termination
- B. When warned, it shall be in the presence of a Shop Steward or Committee member so that the Committee shall have opportunity to correct employee's alleged misconduct, if in their judgment the allegation is well founded.
- C. Where, in the consideration of all facts and circumstances, misconduct that 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.
- D. The affected employee and the Union will be provided a copy of any statement considered to be a part of such employee's disciplinary record.
- E. An employee will be considered on disciplinary 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. The discipline will remain in the employees' file, but only for historical purposes.
- F. Posted Rules: Each of the following Posted Rules are strictly forbidden and is cause for discipline or immediate discharge:
1. Being drunk or under the influence of liquor or the sale, unauthorized possession or unauthorized use of controlled

substances, dangerous drugs or narcotics while at work on or off Company property.

2. Smoking in prohibited areas.
3. Sabotage or theft on Company property.
4. Disorderly conduct on Employer's property or refusal to obey orders given in the line of duty.
5. Sleeping on duty.
6. Failure to report for duty without a bona fide reason.
7. Violation of any safety rules established and posted by the Company, or any safety rules issued by O.S.H.A. or W.I.S.H.A.

ARTICLE 7 – SENIORITY

- A. The Company recognizes the principles of seniority, competency considered, for employees once six hundred and twenty (620) worked hours have been completed. It is understood that in the application of seniority it shall be determined first by departments and second by plant seniority.
- B. It is understood that competency must be considered in layoffs and rehiring. However, if at any time an employee feels he/she has been discriminated against in layoff or rehiring, he/she has the right to take his/her case before the Union Standing Committee as in the case of any complaint or grievance.
- C. Any employee leaving the employ of the Company of his/her own accord or if he/she is discharged shall lose all seniority. This shall not apply when employees secure written leave of absence and return to the employ of the Company within the period of time covered by the leave of absence. Leave of absence, injury, or illness shall not be cause for loss of seniority, and the Company may require evidence of illness or injury.
- D. 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. All such leaves of absence shall be granted in writing by the Company and a copy of the letter granting such leave shall be filed with the Union and the Employee.

E. 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) year 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 years, such employee will not accumulate seniority during such extension beyond three years.

F. Absence Due to Lay Off

Laid-off employees shall accrue seniority for a period of twenty-four (24) months following date of such layoff. However, employees will be responsible to keep the Company updated of their current contact information. Seniority and the employment relationship shall be broken and terminated if an employee is laid off for a period of twenty-four (24) months.

G. Within thirty (30) calendar days after the execution of this Agreement, the Company shall prepare a record of the length of service of all employees covered by this Agreement, giving their names and beginning dates of regular employment. A copy of this list, when prepared, shall be furnished to the Union Standing Committee.

- H. The Company agrees prior to major curtailments or shutdowns, if time permits, to give the Union Standing Committee a list of the employees who are to be employed.
- I. If a person is curtailed from a job and still in the curtailment mode when the job reopens, they must return to the job the individual was curtailed from.

Should a person, while curtailed from a job, successfully bid to another job and establish themselves through the probationary period, that then becomes their new job classification, and they will not be allowed to return to their previous classification unless through curtailment or new job bid.

A person that bids up the job ladder comes down the job ladder in reverse order, by curtailments only.

ARTICLE 8 – HOURS OF WORK, FLEXIBLE SCHEDULING AND OVERTIME

- A. The work week shall begin on Monday and end on Sunday and the normal work schedule shall consist of five (5) eight (8) hour days beginning on Monday and ending on Friday except for employees on non-standard shifts whose work week may commence and end on other days of the week as determined under paragraph B.2 below.
- B. The Company shall have the right, where appropriate and not otherwise provided for:
 - 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 days' notice to affected employees.
 - 2. 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 (1) hour from established schedules to accommodate repairs.
 - 3. 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.

- C. 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.
- D. All work performed by any employee in excess of eight (8) hours per day shall be paid at the rate of time and one-half, except where there exists a daily shift schedule longer than eight (8) hours per day, in which case time and one-half shall be paid for work performed in excess of such schedule.
- E. There shall be no discrimination against any employee who declines to work overtime.
- F. Such a 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.
- G. Overtime will not be scheduled by the Company in order to obtain a bargaining objective unrelated to the working of such overtime.
- H. Overtime Assignment – Parties Agree: For job continuity of overtime assignments in the Maintenance Department, the following language shall apply:
 - 1. "Employee(s) working on a specific job which necessitates overtime hours to complete, shall be allowed to complete it, regardless of their seniority."

ARTICLE 9 – REPORTING PAY AND CALL TIME

A. Reporting Time:

1. No time loss during any working day shall be deducted from employee's wages if the employees are retained on the job. No lost time shall be made up.
2. Employees reporting 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.
3. Reporting time shall be paid when logging employees travel in Company owned equipment beyond designated marshaling points.
4. The Company shall not take advantage of the two (2) hour minimum pay clause to work employees two (2) hours only and then dismiss them.

B. Call Time Pay:

1. 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 10 – WAGES

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

B. Shift Differential

The shift differential for swing or second shift shall be one dollar (1.00) per hour and for graveyard or third shift shall be one dollar (1.00) per hour.

C. Individual Reward Systems

1. Local management and Union are authorized to develop systems to provide awards (cash or other) to individuals whose implemented ideas contribute significantly to unit objectives.
2. Effective with ratification of this agreement, existing safety incentive programs may be modified or terminated by the Company.

D. Wage Closure

1. Subjects related to wage adjustments shall be closed until May 31, 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.
2. 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.

- G. The Company shall immediately mail to the Union a list of existing wage scales for all job classifications in its operations. These lists shall be kept up to date.
- H. The Company will not install any new contract, piece work, or incentive pay plans unilaterally and will not discontinue or modify any such existing pay plans unilaterally. Rates of pay shall be adjusted to the nearest cent or one-half cent.
- 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 11 – PAYDAYS

Paydays will be every two (2) weeks and the Company will furnish on payday a statement showing earnings for the particular month, with the various deductions identified.

ARTICLE 12 – 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.

In addition to the above recognized holidays, there are two (2) additional holidays that shall be applied as follows:

One will be designated by management by March 1 of each year to qualified employees. the absence of such designation, the holiday will be an individual floating holiday(s). The Company will not schedule floating holidays during weeks when the Company has scheduled vacation.

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 individual floating holiday. Management will approve floating holiday requests subject to operational needs.

B. Computation of holiday pay:

1. Holiday pay for employees shall be for scheduled hours for regular workdays and eight hours for non-scheduled days.
2. Qualified employees working on a paid holiday shall be paid an additional one and one-half times the employee's regular rate of pay for the hours worked on the shift designated as the holiday shift. Paid holidays recognized by this Agreement shall be observed on the days established by Congress for Federal employees.
3. Employees who work on a scheduled holiday shall be permitted to take a day off during a ninety (90) day period after the holiday. Scheduling the day off will be by mutual agreement so as not to disrupt operations.

C. 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. FMLA, 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) calendar 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) calendar 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 must be obtained in advance of the absence except in cases of emergency. Verbal leave of absence may be given for up to three days by the supervisor. Leave of absence for more than three days must be in writing, signed by the Company and for paid holidays purposes, may not be for more than thirty (30) calendar 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 employee on the regular payday for the period in which such holiday occurs. 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.
- D. There shall be no discrimination against any employee who does not wish to work overtime or on holidays. If any employee

whose regularly scheduled work week includes Sunday or a holiday does not desire to work such a day, he/she must give the Company sufficient notice to permit the Company to secure a satisfactory replacement.

- E. When a paid holiday as defined above falls within a week that 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 be as provided for above and the day off will be without pay. Scheduling the day off will be by mutual agreement so as not to disrupt operations.
- F. The Company will not schedule floating holidays during weeks when the Company has scheduled vacation.

ARTICLE 13 – VACATION

- 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 (for vacation pay based upon compensable hours accumulated during the same vacation base year in which the employee terminates) – 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 14 – 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 their regular job, including shift

differential if assigned to swing or graveyard shift, for the hours necessarily lost from their regular schedule as a result of serving on the jury; provided, however, that such reimbursement shall not exceed ten hours per day or forty hours per week. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury service and jury duty pay received.

- 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. Other shift employees will not be required to report for work on any day they have performed jury service for more than one-half day. Woods crew employees will receive jury duty pay for any day served in whole or in part. An employee working nightshift will have the option to take jury duty leave on the day prior to the service. Said employee will be obligated to get prior approval from his/her supervisor.
- 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 15 – BEREAVEMENT LEAVE

- A. When death occurs to a member of an employee's immediate family, the employee shall be granted necessary time off for purpose of attending the bereavement. Said employee will be compensated at their regular straight time hourly rate for hours lost from their 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, grandchildren, mother-in-law, father-in-law 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 bereavement 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, and health and welfare and pension contributions or eligibility.

ARTICLE 16 – 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 17 – 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 18 – RETIREMENT PLAN

- A. The amended Retirement plan is subject to the terms and conditions hereafter set forth in this Article 18. 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.
 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 of employment.
 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. Retirement Savings

1. The Company offers a 401(k)-retirement savings plan which shall include the following features, subject to changes and limitations mandated by federal law:
 - a. Eligibility: Hourly employee of the Company.
 - b. Employee Contributions: Employees may contribute pre-tax earnings of their eligible pay to the plan up to the limits of the plan.
 - c. Company Matching Contribution: The Company will add fifty cents for each one dollar that employees contribute out of the first 5% of their pay deferred. Company match will be in Company stock only.

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.

- d. 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
<2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

- e. Investment Funds: Employees have a choice of investment funds.

A detailed plan summary will be furnished to Union negotiating committees.

ARTICLE 19 – 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 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 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. If such grievance is not referred to arbitration within ten 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. 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 20 – 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 21 – UNION REPRESENTATIVES

Where it is the custom to hold Union meetings on the Company premises or where hereafter by mutual consent such meetings are held, Union representatives may attend, providing they arrange with the Company for passes, transportation, etc.

ARTICLE 22 – BULLETIN BOARDS

Suitable bulletin boards will be set up in convenient places for the use of the Union. The Union will confine its posters and bulletins to such bulletin boards.

ARTICLE 23 – FIREFIGHTERS

Firefighting is separate from the other considerations in this Agreement. In case of fire, the regular rate for each person working on such fire shall be paid for the remainder of his/her shift in which the fire fighting started. Thereafter, the minimum wage rate shall be paid for all persons engaged in firefighting and at straight time, except those employees who are used in skilled and semi-skilled jobs for firefighting work shall be paid the straight time hourly rate of the scheduled production job classification for all such work performed.

ARTICLE 24 – 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 25 – REVISION AND TERMINATION

- A. This Agreement shall remain in full force and effect until June 1, 2026. This Agreement may be open for revision or amendment on June 1, 2026, or any preceding 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) calendar 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) calendar days for the purpose of revision or for possible renewal of the Agreement.
- D. If no Agreement is reached by June 1, 2026, 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. 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 hereto.

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

**INTERNATIONAL ASSOCIATION OF
MACHINIST WOODWORKERS**

Lodge #W-130



Jason Williams, Local President

**WEYERHAEUSER COMPANY
WESTERN TIMBERLANDS**

Vail Operation



Ben Flint, Vail Area Manager

SUPPLEMENT NO. 1 – SAFETY PROGRAM

A. Safety Policy:

Management of Vail Timberlands believes that NO phase of its operation or administration IS OF GREATER IMPORTANCE THAN THE PREVENTION OF INDUSTRIAL INJURY OR ACCIDENT.

It is the policy of the Vail Timberlands group to:

1. Maintain clean, healthful and safe working conditions for all of its employees while on the job.
2. Continue a high level of safety education among its employees.
3. Promote a genuine and lasting interest in safety among its employees.
4. Expect that its employees will cooperate in this program.
5. Inspect, audit and enforce established safety rules.
6. Comply with applicable safety laws and codes as established.
7. Individuals have the right and the responsibility to “Stop Work” due to unsafe conditions.

B. Safety Committee:

The Vail Safety Committee (with members from management and the Union) sets the safety policies and works to continuously improve them. We each play a part in creating a safe work environment. Safety is everyone’s responsibility.

The following is a list of minimum expectations:

Area Manager

1. Provide resources to ensure safe operations.
2. Establish an operation-specific safety program.
3. Review all accident investigations and near-miss reports.
4. Review all corrective actions.
5. Enforce safety rules and policies.

Supervisors

1. Train employees.
2. Enforce safety rules and policies.
3. Orient new employees.
4. Schedule safety meetings.
5. Investigate accidents.

Crew Leaders

1. Conduct informal meetings with the crew each time a new setting is started or operational change is made.
2. Check that safety equipment is used appropriately by crew members.
3. Inspect first-aid kits, fire equipment, stretchers and blankets.
4. Train all crew members to work safely.
5. Identify and correct safety problems immediately.

Employees

1. Report all unsafe acts or practices to the supervisor/crew leader immediately.
2. Be sure you understand instructions completely before starting work.
3. Attend and participate in safety meetings.
4. Use proper safety devices and protective equipment.
5. Follow safe work practices as defined in Job Safety Analyses (JSA's).
6. Take safety training as specified by your supervisor.
7. Individuals have the right and the responsibility to "Stop Work" due to unsafe conditions.

SUPPLEMENT NO. 2 – JOB POSTING VAIL AREA

- A. Permanent job openings in an appropriate job classification shall be filled from within the operation in which they occur. 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. Written notification of such permanent job openings will be made in departments of the operation involved. The Company will be the judge of competency of contestants for job openings.
- B. The Company will post notice of the job openings in designated central locations for three (3) working days, listing the occupation number, job title, rate of pay, and shift. Employees interested in the position need to sign the bid/interest sheet.

- C. Job openings will be posted and filled within thirty (30) calendar days, except for extenuating circumstances.
- D. When the successful bidder is asked whether they are interested in taking the available position, that person will be obligated to accept or reject that position, on the spot.
- E. Once a job posting has been completed and removed, it will remain active until the successful candidate has been identified and establishes seniority rights in the position. If the first candidate is not successful or chooses to leave the job, the next senior competent bidder will be asked if they want the position and so on, until the position is filled.
- F. A successful job bid shall receive up to a 240-hour trial period in order to become qualified. Those employees will not be disqualified arbitrarily or capriciously and those disqualified prior to their 240-hour trial period is completed may contest the decision through the grievance procedure.
- G. Should the senior competent employee initially selected for a promotion fail to demonstrate the competency required for satisfactory performance of the job to which he/she has been provisional promoted, he/she shall revert to his/her former job without prejudice and without any loss of seniority rights. The next senior competent employee who bid on the job will be promoted. Upon successful filling of the job, the remaining bids will be null and void.
- H. An employee who successfully bids to the job and for any reason does not fill the job, may not re-bid for the same classification for twelve (12) consecutive months.
- I. An employee will be entitled to two (2) successful job bids per contract year. A successful candidate is one who posts for a job and is awarded same but does not remain on that job for one of the following reasons:
 - 1. Most senior competent bidder but does not accept that position.
 - 2. Tries the new position but does not remain.

- 3. Accepts the position but is not competent enough to retain the job.
- J. An employee who has been off work due to industrial injury, extended illness, or vacation time off, upon return to work will have three working days to apply for a job which was posted during the period of the employee's absence.
- K. If unable to fill the job in the above manner, the Company may fill the job by hiring from the outside, or by voluntary transfer of employees from other seniority areas.
- L. Employees granted a Company authorized transfer from one seniority area to another, shall carry with them their total Company seniority only for holiday, vacation and pension purposes. Each request for transfer will be handled on its own merits.
- M. Company can use any expedient necessary to fill a position on a temporary basis.
- N. With respect to Shovel Logger, including Leveling Shovel and Rover positions, the Company will have the discretion to select the most qualified. Seniority will be considered when all else is equal.

SUPPLEMENT NO. 3 – BUMP BACK PROCEDURES

- A. In the event of scheduled operational layoff or curtailment of ten (10) working days or less, the senior person in the classification shall be worked. Crews on covered functions will not be disrupted for periods of less than ten working days.
- B. In case of layoff or curtailment of more than ten working days, employees with the least operation seniority will be the first employees laid off and/or curtailed.
 - 1. Senior employees remaining in the operation whose jobs are not affected will remain on their current classification.
 - 2. Other senior employees remaining in the operation will bump back through each job he/she previously permanently held. If

off over one (1) year, employee must re-qualify his/her competency on the previous job (same as original trial period – thirty (30) working days).

3. An employee who has exhausted 2 above and has not established seniority in any other job classification within the same operation will exercise their individual operation seniority to fill available operating jobs, ability and competency considered.
- C. In case of questions arising regarding placement of an employee on a suitable job because of seniority and competency, the respective joint standing committees will meet to decide each case on its own merits.
- D. Unscheduled shutdown (i.e., weather, equipment breakdown, and road restrictions), employees will remain on their current job and/or shift. After fourteen (14) consecutive calendar days, (ten (10) working days), the unscheduled shutdown employees will exercise their seniority rights.
- E. Employees who are on layoff or those who have been curtailed will be re-employed in reverse order. An employee must go back to the original job he/she was curtailed or laid off from when it comes available.
- F. Employees on layoff due to a scheduled shutdown must report to work on the day operations are scheduled to start up or lose all seniority unless they provide a bonafide reason for not so reporting.
- G. Employees on layoff due to an unscheduled shutdown must report to work within seven calendar days of notification of recall to his/her regular job or lose all seniority. It is the responsibility of the employee to provide his/her foreman with a telephone number at which he/she can be notified of recall from layoff.

SUPPLEMENT NO. 4 – EQUIPMENT DISTRIBUTION

The Company retains the right to assign equipment to who and where it best suits the needs of the operation in addition to the right to assign equipment with specific employees or roles. Thus,

considerations will be made to prevent a situation where an employee is continually placed on aged equipment that directly impacts his or her production and/or performance.

SUPPLEMENT NO. 5 – UNION OFFICERS

Any employee who in the past has, or in the future is elected to a local Union office or is transferred to a supervisory or clerical position of the Company, is considered as being on an indefinite leave of absence. Any such employee retains seniority rights to the job classification he/she left, provided he/she remains within the jurisdiction of the local Union or branch and subject to all other provisions of this Article. All such leaves shall be granted in writing by the Company and a copy of the letter granting such leaves filed with the Local Union and the Company.

SUPPLEMENT NO. 6 – MARSHALING POINTS

The following marshaling point is designated for the purpose of establishing a point of departure for employees who ride to their jobs in Company-owned equipment:

Marshaling Point
Vail Camp

SUPPLEMENT NO. 7 – CREW BUS DRIVING

- A. Drivers will be paid for actual hours driving crew bus and responsibilities will include, but are not limited to: cleaning the bus, picking-up supplies, and fueling the bus.
- B. 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.

SUPPLEMENT NO. 8 – EMT/FIRST RESPONDERS

For EMT and First Responders who continue to keep their certification current, upon successful completion of required courses,

employees will be paid (at their straight time hourly rate without adder) for half the hours required to complete the course. This compensation will be included in their regular paycheck.

SUPPLEMENT NO. 9 – COMPANY LOGGING OPERATIONS

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, Vail Operations, and IAM/AW, Lodge W-130 agree to the following Work and Pay systems which shall become a part of the Working Agreement and shall supersede all previous yarding and loading agreements, including the “Company Logging Operations 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, will be communicated immediately.
4. Failure to correct problems may result in disciplinary action.

A. 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.

B. DOT Physicals

The cost of DOT physicals shall be reimbursed to employees as follows:

If provided by a Company-designated doctor – paid in full.

If provided by a doctor of the employee's choice, \$50.00 reimbursement.

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

1. Crew Bus drivers will be required to take physicals to verify fitness for driving.
2. Crew Bus drivers will need to meet minimum qualification criteria and training.

C. Boot and 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. 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

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 to two (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 commitment:

Vail – 32,000 MBF *

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.

* Commitment level will be reduced to 25 mbf through May 31, 2025. When the 25mmbf commitment level timeframe sunsets, the commitment will return to 32 mbf through the term of the agreement.

- C. 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. 10 – ROAD MAINTENANCE AGREEMENT

The objective of this agreement is to establish a basic road maintenance crew where employees are multi-skilled, with the goal of creating cost-effective, year-round employment for the employees in the Road Maintenance Department. The ability to flow to work, as business needs dictate, will enhance our ability to meet these objectives. To accomplish this, individuals will be assigned to work wherever there is an operational and/or business need based on achieved competencies and operator skill. This will also ensure a balanced workforce with the skills/competencies to effectively operate the road maintenance functions/equipment.

Road Maintenance Job classifications:

- **Road Mtc 3:** Wage rate: (see wage table)
Demonstrates competency in four (4) road crew functions.
Two (2) of the four (4) functions must be: Excavator, Dozer, or Grader.
- **Road Mtc 2:** Wage rate: \$1.00/hour less than Mtc 3 rate
Demonstrates competency in 3 road crew functions.
One (1) of the three (3) functions must be: Rubber Tire Backhoe, Front-End Loader or Dump Truck.
- **Road Mtc 1:** Wage rate: \$1.00/hour less than Mtc 2 rate
Demonstrates competency in at least one (1) road crew function. Must also be competent as a ground person for manual labor.

Road Crew Functions:

The functions/equipment that may be utilized by the Road Maintenance Department are listed below. The Company determines which functions are utilized at each operating area based on business need.

Dump Truck*, Dump Truck* with Tilt-deck Trailer, Track Excavator, Dozer, Grader, Rubber Tire Backhoe, Front-End Loader, Off-Highway Dump Truck, Vibratory Roller, Brusher, Ground Person for Manual Labor.

**Class A CDL is required in order to be considered competent in the dump truck function, this requirement may be waived by an operating area with the approval of the Area Manager.*

Departmental Capacity:

The equipment mix may be revised or updated at the Company's discretion. This is not intended to commit to or imply any specific staffing level.

Departmental Responsibilities:

Perform basic road maintenance activities, i.e. NP/NS streams with fills of 10-12' or less, cross draining, ditching, patching, grading, new and existing road rocking, minor spur construction and minor

road abandonment work. At the Company's discretion, other road maintenance functions, may be assigned as needed. This clarification is not intended to restrict the Company's right to utilize contractors or sub-contractors to supplement the needs of the operation.

Competency:

The intent is to have employees develop and maintain competency in enough road crew functions to fill the requirements of the Road Mtc 3 job classification. Employees that do not qualify at the Road Mtc 3 classification upon successfully bidding or being hired into the Road Maintenance Department will be provided with the opportunity to develop competency utilizing the following process:

1. Utilizing the flow-to-work structure, the Company will provide targeted opportunities for employees in the Road Mtc 2 and Road Mtc 1 classifications to gain operational experience and develop competency in the road crew functions that they need in order to progress into the next classification.
2. The length and type of targeted opportunities will be determined by the company based on business need and will occur within the day-to-day functioning of the road maintenance crew.
 - a. Prior to a targeted opportunity occurring. The employee must have been instructed in the safe operation (including JSA review), maintenance requirements and environmental best management practices for the equipment/function they will be developing within.
3. Competency will be determined by the Company using a combination of field observations, peer evaluation and/or review of the employee's abilities by a competent operator.
 - a. Achieving competency in a road crew function will allow that employee to be considered for that function as part of the daily planning of the flow-to-work job assignments.
 - b. However, obtaining competency does not entitle an employee with permanent or even temporary assignment to that function.

4. Once Employees have developed enough competencies to qualify at the Road Mtc 3 classification, targeted opportunities will only be provided to fit operational or business needs.

“Grandfather” Provisions:

Current employees will be grandfathered at their current rate of pay until their skill/competency warrants advancement. This transitional period does not preclude the Company from making job assignments to meet the objectives outlined in this agreement. All employees in this department, including Grandfathered employees, are expected to flow to work to meet the needs of the operations.

SUPPLEMENT NO. 11 – DRUG AND ALCOHOL TESTING

This Agreement deals with the testing component of the Company's Alcohol/Drug Policy. Alcoholism and substance abuse are diseases 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 a 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.
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 AND FAMILY 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 plant human resources manager/department.
 - 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 and family 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 management representative.
2. Failure to submit to a test required on one of the above bases 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 and family 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, which 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 of 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 Human Resource Manager/Department 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 time lost from work.
9. Our Working Agreement will provide for the use of a “Rapid Drug Test” process. 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 of 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 IV 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.

SUPPLEMENT NO. 12 – ABSENTEE GUIDELINE

All team members are important and an individual's prompt and regular attendance is necessary to maintain workflows, production and services provided by his/her team. Efficiency is cut down dramatically when a team is required to fill in for someone who is late or absent.

Because attendance is essential to the success of the business, we expect that employees will act responsibly in decisions that affect their health and attendance. Based on the Company's values and the employee's own performance record, an occasional absence from work will be supported when attendance is reasonable, and a solution is in sight.

Excessive absenteeism, tardiness or leaving work early for issues that are not prearranged/preapproved or protected by federal or state

law will be cause for corrective action. While most cases of absenteeism will be dealt with through progressive steps, flagrant violations may result in immediate discharge.

SUPPLEMENT NO. 13 – LABOR RELATIONS PRINCIPLES

Weyerhaeuser Company and the IAM W-130 commit to a relationship governed by the following principles:

- A. We share the vision of a profitable and competitive business enterprise that serves the interest and needs of all stakeholders.
 - 1. We accept the responsibility to work together to promote changes that will improve the performance of the enterprise in ways that serve the interests of employees, customers, stockholders, communities, the Union, and management.
 - 2. This cooperative effort will be successful by engaging the talents, energy, and enthusiasm of all employees in more effectively and efficiently meeting changing customer needs, providing opportunities for personal growth and long-term security, and promoting greater trust and improved working relationships between Union and management at all levels.
- B. We will interact with each other and build relationships based upon trust, honesty, openness, and mutual respect.
 - 1. Trust and respect can only be established or enhanced when credibility and integrity are demonstrated on a continuous basis. Open, honest, and timely communication is essential to this process.
 - 2. We recognize that even in a healthy long-term relationship, honest differences of opinion will occur. The mark of an effective relationship is the ability of the parties to agree or disagree on a specific issue without disrupting the entire relationship or ceasing to approach change in a constructive manner.
 - 3. We measure the health of our relationship not by the absence of conflict, but rather the presence of adequate processes

continuously being built to resolve conflict in a constructive manner.

4. These values will be supported and practiced by everyone at all times.
- C. We will cooperate and emphasize problem solving in addressing areas of mutual interest and concern.
1. We are in fact interdependent with one another; therefore, seeking out different points of view will lead to better solutions if interactions are based on cooperation. We avoid win/lose behavior.
 2. We will jointly develop and put in place structures and processes (such as steering committees, communications plans, and feedback mechanisms) that will bring our intentions to life.
 3. Our commitment to joint processes is thorough and sustained. Regular interaction over a productive agenda, whether at the national or plant level is key, and all participants must be willing to commit the time and energy required.
- D. We accept the principle of continuous improvement through employee involvement and empowerment as the means by which we will achieve our shared vision.
1. Each employee has the ability and responsibility to contribute to the success of the business.
 2. We will meet the challenges of today and tomorrow and thereby create long range prosperity and growth by providing those closest to the work with the information, resources, skills, and authority to manage it and improve their products and processes.
 3. Encouraging and valuing everyone's contribution will promote teamwork that will continuously improve the operation and employees' job satisfaction, creativity, and personal growth.

- E. Management acknowledges and respects the role of the Union in representing the interests of employees who have chosen it as their bargaining representative.
1. In operations not currently represented by the Union, the decision whether to be represented is the employees to make. Neither the Union nor management can be expected to remain neutral in this process; however, adherence to the labor management principles set forth herein requires that employees be provided accurate and timely information legitimately bearing on their decision in an atmosphere free from coercion or manipulation, and that both Union and management conduct themselves and treat each other with dignity and respect.
 2. Wherever employees have collectively designated the Union as their authorized representative, it is critical to our mutual success that this role be professionally and effectively performed. Management at all levels acknowledges and respects the Union's role and values its contribution. These labor relations principles are intended to create a framework supportive of such acceptance and cooperation.

WAGE TABLE

	6/1/2022	5/29/2023	6/3/2024	6/2/2025
	5.50%	3.00%	3.00%	2.50%
YARD & LOAD				
Loader	\$ 33.735	\$ 34.745	\$ 35.785	\$ 36.680
Processor	\$ 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
Shovel Logger	\$ 34.580	\$ 35.615	\$ 36.685	\$ 37.600
Skidder	\$ 32.460	\$ 33.435	\$ 34.555	\$ 35.595
Utility	\$ 30.500	\$ 31.415	\$ 32.355	\$ 33.165
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

Road Maint. 1	\$ 29.490	\$ 30.435	\$ 31.410	\$ 32.245
Road Maint. 2 *	\$ 30.490	\$ 31.435	\$ 32.410	\$ 33.245
Road Maint. 3 *	\$ 31.490	\$ 32.435	\$ 33.410	\$ 34.245

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

* Classification not subject to general wage increase.

Wage is decreased based on rate of Road Maint 1

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Tuesday, October 24, 2023 7:31:08 PM

Username: D3DA10AD-6609-49D1-8596-F8CA800D771D
Numeric Response ID: 162784
Response GUID: B2D7D214-EE89-48AF-8E7D-143BD59BB1A9
Survey Start Date: Tuesday, 24 October 2023 19:11:23
Survey Completed Date: Tuesday, 24 October 2023 19:30:00

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

Master Agreement

Coordinated Bargaining Agreement

Aerospace (Related)

Health Care (Related)

Service Contract Act (Related)

Products Manufactured / Services

Timber 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

Not Answered

Former employer name

If applicable.

Not Answered

Work Place Address

16506 Vail loop Rd SE

City

Rainier

State / Province

WA

Zip Code

98576

Reported # of Barg Unit Employees at Site

20

Reported # of IAM Members in Unit at Site

20

Union Status

Dues Required / Agency Fee

Corporate Address (If different from Work Place Address)

220 Occidental Ave South Seattle, Washington 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

W130

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.

34.27

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%	After a few wage adjustments
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)

Timber Products (Logging)

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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		Employee Only	Dollar (\$)	\$12	Bi-Weekly	Med/Dental/Vision together
2	Health Plan		Employee + 1	Dollar (\$)	\$24	Bi-Weekly	Med/Dental/Vision together
3	Health		Family	Dollar (\$)	\$32	Bi-	Med/Dental/Vision

Plan	Weekly	together
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	5%	Employer Contribution
2 401(K) / Savings Plan	5%	Employer Matching Contribution
3		

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PENSION DETAILS

Penson / Retirement

	Name	Date Rate Effective	Category	Amount Type	Amount	Frequency	Memo
1	Single Employer Pension Plan		Benefit Multiplier	Amount (\$)	\$51.50	Per 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 - Vail 2022-2026 Contract.pdf - 439 KB

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