
WORKING AGREEMENT

BETWEEN

WEYERHAEUSER COMPANY

WOOD PRODUCTS DIVISION

RAYMOND LUMBER

AND

IAM WOODWORKERS

LOCAL LODGE W-130

RAYMOND, WASHINGTON

6-1-2022 – 5/31/2026

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GENERAL PURPOSE OF AGREEMENT

OBJECTIVE

The general purpose of this Agreement is in the mutual interest of the Company and the employees of the operation herein mentioned, and to secure for the Company and the employees the full benefits which may be derived from orderly and legal collective bargaining.

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.

The Union recognizes that it is a desire of the Company in entering into this contract to promote orderly and peaceful relations with its employees and to attain efficient and uninterrupted operations in its plants.

Now, therefore, this Agreement effective as of June 1, 2018, is made by and between Weyerhaeuser-NR Company, Softwood Lumber Division, Raymond, Washington, herein called the "Company" and IAM Woodworkers, Local Lodge W-130, herein called the "Union".

It is understood that references to the term "man" or use of the masculine personal pronoun in this Agreement shall apply equally to male and female employees.

Weyerhaeuser NR Company, Raymond, and IAM Woodworkers, Local Lodge W-130, jointly recognize that it is in the interest of both parties to assure stable employment at the Raymond Lumber and that this can only be achieved as long as the Mill can operate at a sustained acceptable level of profitability. All past practices and written agreements that conflict with this Agreement, shall cease to exist and will no longer be binding upon either party for the term of this Agreement.

It is recognized that in order to contribute to the effective operation of the Raymond Lumber, it is necessary to maximize the profitability of the labor operations through:

- Focus the efforts of all Raymond Lumber employees on accomplishing the unit objectives of combining technology, human resources, and raw materials to achieve maximum productivity and become a preferred supplier of a quality product in the competitive environment.
- Crewing of the Raymond Lumber to minimize the hours per unit of production.
- Maintain the Raymond Lumber through time in its present condition as a minimum.

To this end, the Union agrees to encourage its members in their efforts to assure a full day's work and will actively combat absenteeism and any other practices that would restrict and limit safe production. All parties to this Agreement will exercise their best efforts to operate safely, improve production, conserve materials and supplies, and improve quality.

EMPLOYEE RESPONSIBILITIES

Employees are expected to:

- Perform to their level of ability, keeping in mind the objectives of safety and productivity.
- Work until relieved by their mate from the oncoming shift or by a call-in employee, when working back-to-back shifts.
- To perform any duties to which they may be temporarily assigned, including temporary transfers to other classifications.
- Work without constant direction and take initiative to do tasks without being directed to do so.
- Help each other when needed.
- All employees, both bargaining unit and non-bargaining unit, will communicate openly and honestly.

ARTICLE 1 -- RECOGNITION

The Company recognizes that IAM Woodworkers Local Lodge W-130 constitutes the sole collective bargaining agent for all production and maintenance employees including without limitation temporary and part time employees who are employed in bargaining unit jobs in the Company's Wood Products, Raymond, Washington operation, but excluding supervisors, and office and clerical employees. The parties agree however that this Labor Agreement below applies only to the Raymond Lumber mill without affecting the Labor Agreements at other woods and mill operations in the overall bargaining unit.

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, (a) during the period of seven (7) days beginning on and following the third anniversary date on which such employee becomes a member of the Union, and (b) during the period of seven (7) days

beginning on each succeeding 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 regular monthly membership dues in the case of members of the Union, or an amount of money equivalent thereto in the case of nonmembers.
- F. The Union's request for discharge of any employee delinquent in payment of his regular monthly membership dues or an amount of money equivalent thereto shall be made in writing, giving at least one (1) weeks' 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 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.

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 15 and January 31 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 Local Union No. _____ 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 first pay of the month.

This authorization shall be operative as to the first pay received not less than five 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

- 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 (15th) 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. The Company shall provide for M.N.P.L. voluntary payroll deductions.

ARTICLE 4 -- STANDING COMMITTEES

- A. The Union employees shall elect not to exceed six (6) members to a Standing Committee, any three (3) or more of who shall represent the Union. Members of this committee shall be in the regular employ of the Company and this committee shall be continuously maintained, with power to act, during the life of this Agreement.
- B. The Company shall appoint a committee, any one or more of whom shall represent the Company.
- C. The Union will agree to limit committee members in attendance at Standing Committee to assist with staffing issues, Standing Committee meetings will be alternated between dayshift and swing shift and will start promptly upon arrival of committee members.

ARTICLE 5 -- SAFETY PROVISIONS

- A. The parties hereto recognize and agree to abide by and put into full force and affect the Safety Provisions as prescribed by the State of Washington, Department of Labor and Industries or OSHA-WISHA.

All employees must work in a safe manner and have the responsibility to immediately report to the foreman in charge, all observed unsafe machines, working conditions, or employee working habits. The foreman has the responsibility to investigate the reported conditions immediately and direct the course of action.

If the employee(s) remains dissatisfied, he may request written direction from the foreman and assistance from the Safety Coordinator to resolve the issue. If, after the above procedure is followed and the employee(s) remains dissatisfied with the scheduled action, he may request an investigation by the investigation team of the Union/Management Safety Committee. This team shall consist of two (2) Union members, two (2) management members, and the Safety Coordinator, or as otherwise mutually agreed upon by the joint Union/Management Safety Committee. The investigative team will resolve the safety issue on the spot or submit to the Joint Union/Management Safety Committee for resolution.

No employee shall be censured for reporting any unsafe condition or equipment.

- B. To insure the safety of all, in a twenty-four (24) hour period beginning with the start of the employee working, said employee must have either:
 - Six (6) consecutive hours away from the plant site; or
 - Four (4) consecutive hours, with a total of seven (7) hours away from the plant site.

This will apply to anyone working on the plant site, no exceptions. The intent of this agreement is strictly for safety and does not change any other part of the Working Agreement. A workday as defined in Article 11 – Hours of Labor B.1. will be the language used for all other purposes including overtime.

ARTICLE 6 -- NON-BARGAINING-UNIT ASSOCIATES

Managerial or team leader associates will be allowed to assist employees performing work normally performed by employees in the bargaining unit; however, this provision is not intended to allow non-bargaining unit personnel to replace a bargaining unit employee on a routine or regular basis.

Technical salaried associates and contractors as necessary will monitor, trouble shoot, and adjust the operating equipment in the mill.

The Company will have the right to contract or subcontract work provided the manpower, skills or equipment is not available to complete the job in a timely fashion. This agreement will not allow the Company to contract or subcontract when it would result in the lay-off of employees or failing to recall bargaining unit employees to regular, full-time work, except in cases where technical skills or equipment is not available within the bargaining unit. All employees shall be required to work harmoniously with contractor employees as directed or assigned to ensure the efficiency of the operation. This provision is not intended to allow non-bargaining unit personnel to permanently replace a bargaining unit employee, even where this could be accomplished through attrition of the Company employees and or equipment.

ARTICLE 7 -- PROBATIONARY EMPLOYEE

- A. All new employees shall be considered probationary employees during the first four hundred eighty (480) hours worked of employment. After this time, the employee, if retained in the service of the Company, shall be considered as permanent with plant seniority dating back to the date of hire
- B. Probationary employees shall receive the common laborer rate of pay or the rate of the job they are doing, whichever is higher, and shall have no right to bid for posted jobs until completion of four hundred eighty (480) hours worked.
- C. Probationary employees are just that and as such are being evaluated for future performance as permanent employees. They may be terminated on the basis that they will not make satisfactory permanent employees. The termination of a probationary employee shall not be subject to the grievance procedure.
- D. Except where the contract contains eligibility provisions which otherwise exclude probationary employees, they shall be eligible for all other provisions of the Agreement.
- E. Qualified probationary employees shall be considered for openings prior to hiring off the street.

ARTICLE 8 -- SENIORITY

A. TYPES OF SENIORITY:

1. For the purpose of this Agreement, there shall be the following types of seniority where applicable:
 - Job — the length of continuous service in a job classification.
 - Department — the length of continuous service in a department.
 - Plant — the length of continuous service at the Raymond Mill.
 - Company — the length of continuous service with the Company.

B. DEPARTMENTS:

The following are the departments:

1. Sawmill
2. Planing (including Grading)
3. Dry Kiln
4. Powerhouse
5. Shipping
6. Maintenance
7. Filing
8. Sort Yard

C. PERMANENT VACANCIES:

1. Job Posting Procedure
 - a. A notice of the vacancy will be posted for a period of seven (7) days, listing the department, job, rate of pay, and shift involved. Employees who wish to be considered for the vacancy shall submit their written request into the bid box at the office on a three - (3) part form provided by the Company. The form must be signed by a mill supervisor and the employee. It is the employee's responsibility to provide the Union with a copy. The most senior competent employee shall be awarded, first by considering those in the department utilizing department seniority. If no one within the department requests the job or no applicant is qualified, those applicants from outside the department will be considered utilizing plant seniority. If no qualified applicants are identified at that point, the senior labor pool employee will be assigned the job (see D.6.). If there is no labor pool employees the Company may fill position by hiring from the outside.
 - b. In making changes due to promotions and layoffs, the most senior competent employee shall be awarded the job. Job seniority will be used for shift preference, department seniority for department bids, and plant seniority for plant-wide bids. Senior employees not selected due to competency may contest the decision through the grievance procedure.

- c. Should an employee initially selected for a promotion based on the foregoing criteria fail to demonstrate the competency required for satisfactory performance of the job to which he has been provisionally promoted, he shall revert to his former position without prejudice and without any loss of seniority rights.
- d. The employee who had been selected to fill a permanent vacancy will have a trial period of four (4) worked days per machine center involved, not to exceed eight (8) worked days in total during which time he/she may choose to return to his/her former job. Employees are allowed to only turn down one successful bid per calendar year (A successful bid is counted as when and employee is moved to the posted vacancy). Remainder of the balance totaling twenty (20) worked days is the time employee may be disqualified. An extension to the trial period can be discussed and mutually agreed to by the Standing Committee, on an as-needed basis. If the successful bidder does not complete the trial period, the next senior qualified employee who bids on the job will be given a trial period. Upon successful filling of the job, the remaining bids will be null and void. Once employee is qualified and made permanent in the role, he/she will be paid the higher wage retroactively back to the date of bid acceptance
- e. The employee on modified duty or who has been off work during the entire posting period of a job(s) due to industrial injury, extended illness, or vacation shall, upon a doctor's release and/or return to work, have three (3) work days in which to apply for jobs posted in the employee's department or plant-wide during such absence. Seniority and qualifications will apply just as though the absent employee had been present to bid on the job. If the job was successfully filled from the original posting, that employee will retain seniority in the job. If the person who was absent is successful in establishing in the job, their seniority will be noted as the day before the original successful candidate.
- f. An employee will be entitled to selection to fill three (3) posted vacancies per contract year (June 1 through May 31). A vacancy shall be counted when the employee moves to the posted vacancy.
- g. If, for any reason, the posted job openings are no longer available, the original job posting will be in effect for thirty (30) calendar days, after which time all bids to that job posting will be null and void.
- h. Openings due to illness or injury and Leave of Absence will be filled as follows:
 - Employees bidding to these openings will establish seniority in the classification involved upon successful completion of probationary period.
 - Upon return, the employee identified above will return to the job and shift they left. The chain of moves involved is reversed (unrelated regular, full-time openings and/or curtailments which may have occurred must be taken into consideration).

- Employees who are displaced due to the moves being reversed will be treated as curtailed from the classification involved and are subject to recall.

2. Qualifications

- Whenever the word "qualified" is used herein in relation to a training position, it shall mean the ability to learn a job and satisfactorily perform it after training.
- Whenever the word "qualified" is used in relation to other than a training position, it shall mean a determination of the ability to satisfactorily perform a job within the shortest reasonable time.
- In determining qualifications, the following may be taken into consideration:
 - Prior job performance,
 - Test results (strength, coordination, mental aptitude, etc.),
 - Trial period performance.
- The Company shall be the judge of qualification and degrees of qualification, except that the Union may challenge said decisions through the grievance procedure.

D. TEMPORARY VACANCIES:

- Temporary vacancies are those as having a limited life (known or unknown) at the time they occur.
- Temporary vacancies shall always, where possible, be filled on a straight time basis regardless of department boundaries.
- Temporary vacancies that are known to exist for less than fifteen (15) days will be filled as necessary. Employees who are filling these vacancies shall have overtime rights associated with the job to which they are temporarily assigned. When overtime is needed to fill a vacancy, the vacancy created that day will be the one filled by asking classification employees from the opposite shifts by classification seniority. If not filled, such daily vacancy will be filled by asking competent employees from the opposite shift(s) within that department by department seniority.
- Temporary vacancies that will exist for more than sixteen (16) days shall be posted per the bidding procedure. The posting shall contain a description of the expected term of the assignment. Such employee shall return to his/her regular job when the absent employee returns. The application of this procedure only applies to the original vacancy. Residual vacancies created by employee movement will be filled as deemed appropriate. The company agrees to consider

both the desires of qualified employees and operating efficiencies when filling these residual vacancies.

5. Laid off employees shall have the right to be utilized by the Company for relief purposes. They shall be called in on the basis of seniority, qualifications considered. Refusal of a call-in assignment will not jeopardize recall to regular employment. A call-in list by seniority will be kept, listing date(s) and time(s) an employee was called. Also, whether the employee reported to work when contacted or refused the call-in work. Employees not desiring to be called for temporary assignments will not be contacted if the company is notified of their desire.
6. Employees shall not acquire nor accrue seniority in jobs or departments where they are assigned on temporary vacancies.

E. CURTAILMENT AND/OR LAYOFF

1. Definitions

Curtailment: Circumstances where an employee is in a job other than his regular job through no fault of his own, except in the case of temporary transfer.

Lay-off: Movement of an employee from any job to an unemployed status.

Recall: Return to work of a laid off employee who has recall rights.

2. Procedures

- a. In case of lay-off and/or curtailment of more than 7 calendar days, employees bumped out of their current job will bump back through job(s) they previously held, provided they are the most senior competent employee applying job seniority, competency considered. Senior employees curtailed to a job previously held shall be given the same period of refresher training as an initial bidding employee.
- b. In case of a lay-off or a curtailment of more than 14 calendar days after 2.a. above, an employee who has exhausted all previous classification seniority and has no job will exercise Plant Seniority and bump the most junior employee on the plant-site, competency considered.

In the event of multiple curtailments after the number of senior employees without a position is established an equal number of most junior employees will be curtailed.

The senior curtailed employees will apply Plant Seniority for job assignment, competency considered.

Employees assigned jobs in this step will not gain any seniority in the job but will establish Department Seniority.

- c. For lay-offs or curtailments scheduled for more than 14 calendar days, beginning with the first day 2.a. and 2.b. will be applied.
- d. Senior employees not selected due to competency may contest the decision through grievance procedure.
- e. If an employee is bumped out of his/her department and placed in a job in another department through no choice of his/her own they will have an option to bid on jobs that may become available in their original department (only if he/she has not bid to a new job in a new department).
- f. If an employee establishes seniority through a bid on any job, they will still retain on a one (1)-time basis only the right to return to his/her original job in his/her original department when it becomes open.
- g. It will be the responsibility of all employees to take advantage of all postings that become available.
- h. In case of lay-off and/or curtailment, employees not affected through the curtailment procedure will remain in their current permanent job and shift.
- i. Employees who do not exercise “e.” and “f.” above may, on a one-time basis, return to their former jobs when they become available to the end the employee will again be on the job he/she was originally laid off and or curtailed from.
- j. Employees on lay-off status will be re-employed in the inverse order.
- k. Employees so recalled from lay-off must be notified by certified letter to employee’s home address currently on file. Employees so notified must inform the Company within forty-eight (48) hours (Saturdays, Sundays, and Holidays excluded) of his intent to return to work and must report for work within fourteen (14) calendar days.
- l. If a curtailed, powerhouse employees shall retrain their rate of pay for up to the earlier of two (2) years, or until they bid and are awarded a job of equal or higher wage.

F. TRANSFERS

- 1. Employees who transfer from one department or job to another shall hold department or job seniority in the department or job from which he is transferring for the duration of the trial period. If the employee remains in the new department or job he shall lose department or job seniority in his former department or job, and his new department or job seniority will revert to the date of transfer to the new department or job.

2. Years of continuous service with the Company shall be counted for purposes of pension and vacation when an employee transfers from one operation to another, provided the employee openly pursues the move as a transfer and not a quit and rehire. Years of service shall not count for pension and vacation purposes in case of a quit and rehire except as ERISA or the pension plan text might dictate.

G. CIRCUMSTANCES WHERE ALL SENIORITY IS LOST (TERMINATION)

1. Lay-off for a period of twenty-four (24) months.
2. Failure to report for work within the time period provided following recall except in cases of mutual agreement.
3. Failure to report for work following any leave of absence.
4. Gainful employment during a voluntary absence from the Company without prior approval of the Company.
5. Leave employ of Company of own accord, of discharge.

H. ABSENCE DUE TO LAY-OFF

Laid-off employees shall accrue seniority for a period of twenty-four (24) months following date of such lay-off. However, employees will be responsible to keep the Company updated of their current contact information.

I. 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) years' 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 (3) years, such employee will not accumulate seniority during such extension beyond three (3) years.

ARTICLE 9 -- SHIFT PREFERENCE

A. Employees may exercise job seniority for shift preference when:

1. A permanent vacancy occurs in that job on a different shift.
2. A temporary vacancy occurs, and it is known to be for more than thirty (30) days at the time it occurs, or it later becomes known that it will last thirty (30) or more days.
3. A new job is created, or a job is reinstated after being discontinued.
 - a. Department seniority will be used in cases involving new jobs.

B. Exercising of seniority provided in this Article shall be accomplished prior to the assigning of the job under the Seniority Article.

ARTICLE 10 -- TEMPORARY TRANSFER

- A. Employees in any classification are expected to perform any duties to which they may be temporarily assigned, including temporary transfers to other departments provided the reason for the assignment is to temporarily fill a job vacancy or to provide needed work to meet operational needs where another, more practical means is not available. Where all else is equal, temporary transfers will be made on a senior may, junior must basis. Such temporary transfers shall not be made based on arbitrary or capricious reasons.
- B. No employee shall be subject to censure for unsatisfactory performance of a job for which he has not been properly trained provided that the assignment is temporary, and the unsatisfactory performance is reasonably attributable to the lack of training or physical inability to perform the work.
- C. When the Company temporarily assigns the employee to a job other than his regular job, the employee shall receive the rate of the job to which assigned or his regular rate, whichever is higher.
- D. The staffing levels are such if all employees are at work on their shift, temporary transfer should not be necessary.

Our intent is to run short when practical or use straight-time people to fill needs.

When overtime is needed to fill a job vacancy, procedures established in the past will be utilized.

ARTICLE 11 -- HOURS OF LABOR

- A. All employees shall be at their job stations to begin work at their scheduled starting times. When shifts are back to back, employees shall continue to work until relieved by their mate from the oncoming shift or until released by their immediate supervisor. In cases where there is more than one (1) employee in a given job, reverse seniority will be used to determine who shall stay until relieved by their mate, unless a sufficient number of employees are on the job, as determined by the person in charge of the shift.

If an employee's relief does not show up by change of shift, the unrelieved employee shall immediately report that fact to his immediate supervisor and shall remain on the job until on-shift relief can be arranged. If on-shift relief is not available and it becomes necessary to fill the vacancy on an overtime basis, it shall be done in the following order and manner:

- 1. By call board;
- 2. By the unrelieved employee on a volunteer basis;
- 3. By overtime classification rotation;
- 4. By the unrelieved employee.

Employees shall not be required to work doubles (16 hours) on back-to-back days but may be required to stay at least one (1) hour on the second day while relief is sought.

Any overtime incurred by employees in these circumstances shall be rounded to the next quarter hour.

B. Definitions

1. The words "work day" mean a period of twenty-four (24) hours starting at the scheduled beginning of each employee's shift.
2. The words "work week" mean a consecutive seven (7) day period, starting on Monday and ending on Sunday.
3. For eight (8) hour shifts, the words "work schedule" mean:
 - a. Five (5) eight (8) hour shifts within the work week on a continuous period of operation, or,
 - b. Five (5) consecutive days of eight (8) hour shifts beginning on Monday.
4. For other than eight (8) hour shifts:
 - a. Maintenance and Filing shall be scheduled to support the operating schedule. When on a 120-hour production schedule, Maintenance and Filing coverage must be available on a seven (7) day, twenty-four (24) hour continuous basis with needed skills available on each crew.
 - b. The Powerhouse shall be scheduled on twenty-four (24) hour/seven (7) day/eight (8) hour shifts.
 - c. Two (2) Facility Forklifts, Shipping, and Kiln department employees will work a schedule to support the operating needs of the Company.
 - d. The Company shall have the right to implement any of the established schedules (e.g. 4-day/10-hour shifts) after two (2) weeks' notice. If the present schedule has been in effect less than three (3) months, the reason(s) for the change will be discussed with the Local Union prior to the notice being given.
 - e. Overtime may be necessary to balance production from the Sawmill in the Planer; therefore, employees will be offered overtime to meet the production needs of the Company if sufficient qualified call-in people are not available on straight time.

- C.
1. Starting times will be established and posted within each department.
 2. Starting times can be revised with seven (7) days' workdays' notice.
 3. Starting times for individual employees can be revised with three (3) work days' notice. If an employee is not given three (3) days' notice, including their weekend, the employee will be paid two (2) days at the overtime rate.
 4. The Company shall have the right:

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 (7) days advance notice to affected employees.

5. Revisions of starting times shall be for good reasons relating to operational needs and shall not be based on arbitrary or capricious reasons.
6. When there is a change in shift schedule; i.e., from four ten-hour days to five eight-hour days, etc., the senior person considering job (classification) seniority will have the choice of shifts.
7. Any employee who immediately prior to a work schedule change has just completed his regular work schedule without having taken two (2) days off shall, upon request, be granted two (2) consecutive days off prior to assuming the new schedule. Scheduled workdays of the new schedule shall be worked at straight time (except where premium pay applies).

- D. Employees shall be provided a ten (10) minute rest break as close to the middle of each half shift as can be arranged.

Employees on a three (3) shift operation shall be granted a ten (10) minute rest break as close as possible to shift change time after it has been determined that they will work at least two hours into the shift next following their regular shift.

Employees, where possible and were allowed under the law, shall eat "on the fly." Whenever an employee feels it is not possible or lawful to eat "on the fly," he shall raise the matter with his supervisor so that a determination can be made, and the matter resolved. If an employee normally eats "on the fly," but on a particular day the work condition prevents it, he shall notify his supervisor by mid-shift of this fact, and the supervisor will arrange for the employee to eat. If these arrangements are not made and the employee has not been able to eat by the mid-point of the last half of the shift, the employee shall be entitled to an extra twenty (20) minutes at time and one-half rate in addition to hours actually worked that day.

Except as otherwise mutually agreed, two (2) shift operations or job shall have an unpaid thirty-minute lunch period.

- E. The Company retains the right to schedule all or any part of the operation on a continuous basis (twenty-four (24) hours per day, seven (7) days per week), but will discuss the specific work schedule with the Union Standing Committee prior to any such scheduling.
- F. Nothing in this Article or in this Agreement constitutes a guarantee of hours per day or days per week, but nothing herein shall prevent the parties from discussing such matters at some future date.
- G. If a mechanical or operational breakdown occurs, the Company shall have the right to adjust lunch periods of crews or individuals plus or minus one hour from established schedules to accommodate repairs.

ARTICLE 12 -- THIRTEEN (13) HOUR SHIFT

A. The Thirteen (13) Hour Shift has the following conditions:

1. There will be a specific shift differential for the thirteen (13) hour shift that works through the weekend (Saturday and Sunday).
2. Thirty-nine (39) hours work for forty (40) hours pay for the thirteen (13) hour shift. Any hours worked in excess of forty (40) hours will be paid at the overtime rate.

ARTICLE 13 -- OVERTIME

A. Eligibility for Overtime and/or Premium Pay

1. Over eight (8) hours worked in one (1) day, for eight (8) hour work schedules. For work schedules other than eight (8) hours, daily overtime will be paid only after an employee has completed his/her regular shift schedule.
2. Work on a scheduled holiday.
3. Days worked outside the normal work schedule 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 the fulfillment of this requirement.

B. Overtime and/or premium pay shall be an additional half rate in addition to normal wage rate for each hour worked which is eligible for overtime and/or premium rate.

C. There will be no duplicating or pyramiding of overtime premium pay.

D. There shall be no discrimination against any employee who declines to work overtime.

E. 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.

F. Overtime will not be scheduled by the Company in order to obtain a bargaining objective unrelated to the working of such overtime.

G. Shift Overtime Procedure

1. Overtime for entire shifts will be applied in one-half shift blocks.
2. Shift overtime will be by job seniority, department senior qualified, senior qualified, then as deemed practical by the Company.
3. If the overtime need is for less than one-half shift, seniority will be used.
4. "Continuation of shift" will include up to one-half the shift as long as working on the same job and project in a continuous timeframe.
5. Unscheduled or unplanned overtime will be filled by seniority.

- H. Management has the right to schedule up to four (4) additional hours per month (exclusive of overtime work) outside the regular schedule for the meeting and training sessions. Pay will follow the conditions outlined in the collective agreement. Employees will be provided a seven (7) day notice and will not be required to attend on scheduled days off.

ARTICLE 14 -- REPORTING PAY AND CALL TIME

A. Reporting Pay

Employees who are scheduled to report to their jobs who do so report and are not put to work through no fault of their own, shall receive two (2) hours' pay at the rate they would have received had they worked unless notified prior to reporting that their services are not required. This rule shall not apply if the failure to put such employee(s) to work is caused by something which the Company could not reasonably foresee in time to give such notice.

B. Call Time

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

ARTICLE 15 – WAGES

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

- A. 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.
- B. 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.
- C. June 1, 2024, a three percent (3.0%) per hour general wage increase shall be applied to all job classifications, to be implemented Monday, June 3, 2024
- D. June 1, 2021, 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.
- E. Rates of pay shall be adjusted to the nearest cent or one-half cent. The Company will not install any new contract, piecework or incentive pay plans unilaterally and will not discontinue or modify any such existing pay plans unilaterally.

F. Paydays, Itemization and Deductions

- a. Employees will be paid on a bi-weekly basis. On each payday the company shall furnish each employee an itemized statement of all payroll deductions.

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

G. Night Shift Differential

- 1. In addition to the established wage rates, the Company shall pay a swing shift differential to all employees working a shift in which one-half or more of the hours fall between 6 p.m. and 12 a.m. And, the Company shall pay a graveyard shift differential to all employees working a shift in which one-half or more of the hours fall between 12 a.m. and 7 a.m.

Swing Shift differential: one dollar (\$1.00) per hour

Graveyard Shift differential: one dollar (\$1.00) per hour

- 2. When an employee is assigned to an established split shift, he/she shall receive the higher differential of the two shifts worked, for all hours worked.

H. Variable Shift Differentials

- 1. Employees working a shift schedule that includes one weekend day will receive a fifty cent (\$.50) adder to the established wage rate.
- 2. Employees working a shift schedule that includes two weekend days will receive a fifty-five cent (\$.55) adder to the established wage rate.
- 3. Employees working a 13-hour shift that includes Saturday and Sunday will receive a sixty-six cent (\$.66) adder to the established wage rate.

I. Wage Closure

Subjects related to wage adjustments shall be closed until June 1, 2022, except that such closure does not bar adjustments on rates of pay for newly established jobs or jobs wherein there have been substantial changes in content. These adjustments shall be determined according to Article 27 - Job Evaluation.

- J. Local management and Unions are authorized to develop systems to provide awards (cash or other) to individuals whose implemented ideas contribute significantly to unit objectives.

K. No Docking Policy

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.

L. Mobile Crane Adder

Employees with current certification to operate 5-ton or greater mobile crane will receive a \$2.00 adder to their established wage rate while operating a qualifying mobile crane.

M. Direct Deposit

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 16 -- HOLIDAYS

- A. 1. 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, two (2) floating holidays will be applied as follows:

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

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.

2. a. Computation of holiday pay - Holiday pay shall be for scheduled hours for regular work days and eight hours for non-scheduled days, computed on the basis on an employee's regular straight-time hourly rate in effect at the time of the holiday, including any applicable shift differential, if regularly assigned.
- b. Qualified employees working on a paid holiday shall be paid an additional one and one-half (1-1/2) 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. If a holiday falls on Sunday, the following Monday shall be recognized as the holiday. 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.
- B. 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, 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 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 shall receive pay for holidays which occur during the first thirty (30) days of such lay-off.
3. In cases of authorized leave of absence (see Article 20).
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. For other absences the holiday pay shall be paid upon return to work, provided the employee is eligible.

No payment will be made for any holiday that occurs in any month after an employee's retirement date.

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.

No lost time due to holidays shall be made up on Saturday.

A qualified employee will be paid the holiday(s) which occur within thirty (30) days of a permanent plant closure prior to the holiday(s) provided, however, such employee must actually work the last workday scheduled for him by the Employer within the thirty (30) day period.

5. 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 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.
6. The Company and Union hereby agree that for employees who have a work week that includes Sunday as a scheduled workday: If Independence Day, Christmas Day, or New Year's Day holidays fall on a Sunday, said employees will observe, and be paid for the Holiday on that Sunday.

ARTICLE 17 -- VACATIONS

A. Each employee shall be granted vacation benefits subject to the provisions of this article.

B. Definitions

1. Vacation Base Year – a twelve (12) month period commencing on June 1 and ending on the following May 31.
2. Vacation Benefits – that amount of vacation time off and vacation pay for which an employee qualifies, based upon vacation credit years. Vacation benefits shall be established as of May 31 of each vacation base year and shall be applied during the

following vacation base year, except as modified in D. below (vacation benefits for new employees and employees terminating prior to May 31).

3. Continuous Employment – employment with the Company and its predecessors uninterrupted by voluntary termination by the employee, retirement, or discharge unless a discharged employee is reinstated within thirty (30) days.
4. Vacation Credit Years
 - a. Each employee shall receive one (1) year of vacation credit for each full year of continuous employment commencing on June 1 and ending on the next following May 31, both dates inclusive.
 - b. Any employee hired after June 1 of any year who remains in the continuous employ of the Company through the following May 31 and has at least ninety (90) days' service shall be credited with one (1) year of vacation credit.
5. Vacation Time Off
 - a. Weeks One, Three, and Five – seven (7) consecutive days of vacation commencing on the first day of the employee's regular scheduled work week (unless otherwise modified per H. 1. below)
 - b. Weeks Two and Four – seven (7) consecutive days of vacation as outlined in 6.a.; or may be taken as Day-at-a-Time vacation (DATV).
6. Vacation Pay – the hours of pay to which an employee is entitled during vacation time off as defined in 5 a. and b. above.
 - a. For those not electing lump sum payout of their vacation pay in June each year (as set forth in G below), the vacation pay for DATV will be paid in the pay period in which each vacation day is taken.

C. Vacation Benefits for Employees on the Payroll May 31

1. An employee on the payroll on the May 31 that concludes a vacation base year shall receive vacation time off and vacation pay in accordance with the following table:

Vacation Credit Years	Vacation Time Off	Vacation Pay
Less than 5	2 weeks	80 hours
5 through 11	3 weeks	120 hours
12 through 18	4 weeks	160 hours
19 or more	5 weeks	200 hours

Employees with twenty (20) or more vacation credit years as of May 31, 2026, will also receive, each vacation year, an additional gross payment equivalent to forty (40) hours of vacation pay.

D. Vacation benefits for new employees and employees terminating prior to May 31:

1. New hires will be eligible for a prorated portion of Vacation Pay and Vacation Time Off, based on their date of hire with the Company and the balance of that vacation year ending May 31.
2. An employee in the employ of the Company on any June 1 who leaves before the following May 31 because of 1) retirement under the Company's negotiated retirement plan, or 2) death, or 3) entering active duty in the United State Armed Forces (during periods when there is compulsory military service), or 4) separation from employment through no fault of his/her own (not including discharges and voluntary quits) shall

receive vacation pay for their unused earned, as well as a prorated portion of any accrued vacation for the following vacation year, in accordance with C. above.

3. An employee who leaves the employ of the Company prior to May 31, and who does not qualify under the provisions of D. 2. above, shall receive no vacation benefit.

E. Vacation benefit for returning employees or employees absent due to compensable illness or injury:

An employee returning to the employ of the Company during a vacation base year for the following reasons shall receive prorated vacation pay in accordance with C above:

1. absence due to active duty in the United States Armed Forces (during periods when there is compulsory military service); or,
2. absence due to compensable industrial illness or injury which occurred in the course of employment with the employer.

F. Vacation Rate of Pay

The rate of pay for vacation pay purposes shall be computed as follows:

1. For terminating employees, that portion of vacation benefit earned under Section D. above— the hourly employee's regular job classification straight time rate in effect on the date of termination.
2. All vacation rates of pay shall include any applicable shift differential for employees regularly assigned to a swing or graveyard shift.

G. Time and Method of Vacation Payment

Vacation payments shall be made as a lump sum payable with regular pay for the first full bi-weekly pay period following the June 1 contract anniversary date, at the employee's regular job classification straight time rate in effect at that time, unless he/she elects by April 1 that vacation be paid when taken. In that event, it will be included with regular pay for the bi-weekly pay period in which the vacation is taken, at the employee's regular job classification straight time rate in effect at that time.

H. Vacation Scheduling

In scheduling vacation periods, the following provisions shall apply:

1. The Company may elect to close down the entire operation; or stagger closures by departments or shifts; or classify a week(s) as a Day-at-a-Time option (for the first, and third vacation weeks); stagger vacation periods individually (all five vacation weeks); or any combination thereof, and must notify the employees and the Local Union of the choice by April 1, and on request, discuss the method with the Local Union by or before June 1. Should the Company elect to close all or any part of an operation, such election must be communicated to the Union and affected employees not less than thirty (30) days prior to such closure.
2. If the Company elects to close the operation for the first and/or third weeks, such closure may be scheduled at any time during the vacation base year.
3. If the Company elects to stagger vacation periods individually, the employees will be given preference by seniority, insofar as is practical with the operating needs of the operation, on requests submitted in writing prior to April 1 for all vacation weeks.

Requests for Day-at-a-Time vacation days will be considered on a first come, first served basis.

4. Each employee must take vacation time off for the first and second weeks, and for the third week if a close down is elected by the Company.
5. When the Company elects to stagger the third vacation week, affected employees may elect to take pay in lieu of time off. Qualifying employees may elect pay in lieu of the fourth and fifth weeks in any event.
6. When a paid holiday falls within a vacation period, no extra day of vacation will be taken, but no reduction in vacation pay shall be made because of holiday pay.
7. In cases of breakdown or other emergency, the notices referred to above may be shortened by agreement between the Local Union and the Company.
8. Vacation requests must be approved by the Company.

I. No Duplication of Benefits

There will be no pyramiding or duplication of vacation benefits under this Article.

ARTICLE 18 -- JURY DUTY

Pay for jury duty, including Grand Jury duty, shall be paid on the same basis as holidays. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury service.

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. Second shift employees will not be required to report for work on any day they have performed jury service for more than ½ day. Third shift employees will not have to report for work on the night before they are scheduled for jury duty and shall be paid in accordance with the above paragraph. (The intent in the above is to give the option to third shift employees to have the night before servicing off if they so choose.)

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.

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 19 -- BEREAVEMENT LEAVE

- A. When death occurs to a member of an employee's immediate family, the employee shall be granted necessary time off for the purpose of attending the bereavement. Said employee will be compensated at their regular straight time hourly rate for hours lost from their regular schedule up to a maximum of ten hours per day, 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, mother-in-law, father-in-law, grandchildren 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 funeral may be required. Funeral leave pay will not be granted for any day on which the employee is not scheduled to work.

- 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 20 – SICK LEAVE

- A. 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 21 -- LEAVE OF ABSENCE

- A. 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.
- B. 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 (3) days by the supervisor. Leave of absence for more than three (3) days must be in writing, signed by the employer, and may not be for more than thirty (30) days, unless mutually granted by the Company and Union. An employee must return to work immediately following such leave of absence.
- C. Any hourly employee who is transferred to a Salary-to-Salary Non-Exempt position within the Company is considered as being on a leave of absence. For up to one (1) year any such associate retraining their company seniority and is able to retain work in the entry level classification. This will be in effect on the date of ratification of this agreement.

ARTICLE 22 – HEALTH & WELFARE

A. Effective January 1, 2020, the employees will be eligible for the Company’s Health and Benefit Plan.

1. The employees are subject to plan description and changes as they occur.
2. Employees who enroll in the Company Plan will have the opportunity to establish a Health Savings Account (if eligible under IRS rules for such participation).
3. Effective June 1, 2023, employees will contribute the following amounts towards insurance premiums twice monthly (on 24 paychecks annually).

Healthcare Contribution (Medical, Dental)	Employee Contribution (premium per paycheck)
Employee	\$12.00
Employee +1	\$24.00
Employee + Family	\$32.00

The Company will continue to make annual contributions (prorated) into eligible employees’ Health Savings Account (HSA):

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

ARTICLE 23 -- RETIREMENT PLAN

1. The amended Retirement plan is subject to the terms and conditions hereafter set forth in this Article 23. 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.
 - a. Effective October 31, 2022, increase the benefit to \$53.50/month per year of service.
 - b. Current participants in the Defined Benefit Pension Plan will continue to accrue years of service for eligible participants in the Defined Benefit Pension Plan..
2. 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:
 - a. Contributions will begin the first full paycheck following (60) days.
 - b. Contributions will be vested per the vesting table below.
 - c. 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.

- d. No in-service withdrawals of retirement contributions are available; only upon termination

ARTICLE 24 -- RETIREMENT SAVINGS PLAN

The Company will offer 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. Company Matching Contribution: The Company will add fifty cents (\$.50) for each one dollar (\$1.00) 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.
- A. 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
0-2	0%
2	10%
3	20%
4	40%
5	60%
6	80%
7	100%

- D. Employees have a choice of investment funds.
- E. A detailed plan summary will be furnished to Union negotiating committees.

ARTICLE 25 -- HIRING, SUSPENSION AND DISCHARGE

- A. The employer has the right to hire new employees and to discipline employees for just cause. On request of the employee or the Union, the employer 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 established progressive disciplinary procedures, except for cases of misconduct which may warrant immediate discharge.
- 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 consideration of all facts and circumstances, misconduct which could result in termination results in discipline short of termination, the employee so disciplined shall be at the step in the progressive disciplinary process consistent with the action taken.
- D. The affected employee and the Union will be provided with a copy of any statement considered to be part of such employee's disciplinary record.
- E. An employee will be considered on disciplinary probation for a period of 24 months (active employment) for 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 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.

DISCIPLINARY PROCEDURES

Causes for Discipline or Discharge

Each of the following Posted Rules are strictly forbidden and is cause for discipline up to and including immediate discharge.

- 1. Willful smoking in unauthorized areas.
- 2. Bringing intoxicants/narcotics onto mill premises, or consuming intoxicants/narcotics on mill premises.
- 3. Disorderly conduct or refusal to obey orders given in line of duty.
- 4. Deliberate damage to Company or personal property, or willfully causing injury to others.
- 5. Deliberately sleeping on the job.
- 6. Unauthorized removal of Company property or the belongings of others
- 7. Unauthorized possession of explosives/firearms on the mill premises on one's person.
- 8. Taking or offering a bribe in connection with work.
- 9. Violation of any safety rules established and posted by the Company and any safety rules issued by the Department of Labor & Industries, State of Washington or OSHA-WISHA.

Unacceptable Work Habits

- 1. Actions which lead to damage to Company equipment or injury to other employees.
- 2. Failure to maintain an acceptable work standard and/or causing others to work below an acceptable standard.
- 3. Reading while on the job except where required by that job.
- 4. Gambling on the job.
- 5. Violation of Company rules or policies.

Employees whose actions fall within the above "Unacceptable Work Habits" will be disciplined in the following progressive steps:

<u>Occurrence</u>	<u>Disciplinary Action</u>
1st Occurrence	Instruction and Documented Verbal Warning
2nd Occurrence	Instruction and Written Warning
3rd Occurrence	Three (3) Days Suspension and Final Written Warning
4th Occurrence	Discharge

ARTICLE 26 -- ADJUSTMENT OF COMPLAINTS

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. If 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 or her Shop Steward) shall present the grievance to his or her immediate foreman 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 foreman; 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 plant committee shall, within fifteen (15) days after its presentation in writing to the appropriate manager, take up the grievance with the general management or its representative(s). The general management or its representative(s) shall give a written answer within five (5) days from the date of the last meeting at this step, or it may be assumed that the employer has granted the grievance.

C. If no settlement is reached in Step 3 above and the plant committee desires to pursue the matter further, it may refer the grievance to arbitration as provided for below. If such grievance procedure is not referred to arbitration within ten (10) days of the written answer provided for in Step 3, the grievance shall be considered based on 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 compiled 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.

To reach seven (7) panel members it is agreed that the Company will select the replacement for the recent retirement and each party will select an additional member.

- F. The functions of the Arbitrator shall be to interpret and apply the Agreement, and he shall have no power to add to or subtract from or modify any terms of the Agreement, nor to establish or change any trip rate, setting price, bonus, or profit-sharing 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 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 by the employer. Such waiver by the Union, or granting by the employer, shall not constitute a binding precedent upon the parties in the event of a recurrence of a similar situation.
- K. While any grievance or complaint other than suspension or discharge is being considered under the grievance procedure herein provided for, the employee or employees involved shall continue to work under the conditions that existed at the time of the event giving rise to the grievance. In all such cases, other than suspension or discharge, the employee or employees involved shall continue to have all the rights and privileges provided for by this Agreement. Any suspension or discharge shall automatically go to Step 2 of this procedure.

ARTICLE 27 -- STRIKES AND LOCKOUTS

During the life of this Agreement, the Union agrees that there shall be no strike, and the employer agrees that there shall be no lockout because of a dispute arising under this Agreement.

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

At no time shall 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 time as the plant is secure, but no longer than the end of their shift.

No employee shall be disciplined because of the exercise of his right to recognize a lawful, primary picket line (recognized or sanctioned by the Union, if asked for by the Union).

ARTICLE 28 -- JOB EVALUATION

- A. The Company shall determine what jobs, and the content thereof, shall exist as well as the number of employees assigned to said jobs. The Company may create new jobs, change the content of jobs, eliminate jobs or combine jobs. For purposes of this paragraph the Company's rights are limited to permanent as opposed to temporary circumstances. Any disputes concerning the effect(s) of the Company's exercise of one, or more, of its rights set out in this paragraph shall be referred to the Adjustments of Complaints.
- B. 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 rate shall be limited to choosing between the alternative proposals submitted by the parties in consideration of the evidence presented; he shall have no authority to modify either of these proposals nor establish any rate not proposed to him. In the event the arbitrator finds that a rate adjustment is warranted, it shall be retroactive to the date the contested rate was established.

ARTICLE 29 – UNION REPRESENTATIVES

On application to the Company, accredited Union representatives will be permitted to visit the Company's operation, provided they do not interfere in any way with the employee's performing their work. Reasonable visitation will be allowed, provided representatives obtain proper passes from the Company.

ARTICLE 30 -- NON-DISCRIMINATION

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 31 -- REVISION AND TERMINATION

- A. This Agreement shall remain in full force and effect until May 31, 2022. This agreement may be opened for revision or amendment on June 1, 2025, or on any succeeding 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) days prior to June 1, 2025, 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) days for the purpose of revision or for possible renewal of the Agreement.
- D. If no Agreement is reached by June 1 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, 2022, and neither party shall otherwise have the right to open this agreement for the purpose of amending or adding to the terms hereof.

Addendum A

Memorandum of Agreement by and between Weyerhaeuser Company and International Association of Machinists And Aerospace Workers AFL-CIO Local Lodge W130

To achieve the joint goal of stable employment and an acceptable level of profitability, the parties agree to implement the process of “Flow to Work” in the Raymond lumber operation. The concepts to be implemented to support flexible and efficient operations are outlined below:

- Production operators will be expected to perform minor maintenance duties on the equipment they operate. Examples of minor maintenance include replacement of chains onto sprockets, putting chains back in time, replacement of photo cell reflectors, minor lubrication, and visual PMs. These operators will perform these duties after gaining the skill and capability to do so in a competent and safe manner.
- For the purpose of minimizing downtime, Maintenance personnel (i.e. Electricians, Millwrights, Mobile Equipment Mechanics, and Lube Techs) will relieve Operations personnel for meetings and/or breaks. The amount of time Maintenance personnel will spend running operational jobs will be limited. Each Maintenance person will learn to operate at least one job in the Sawmill and one job in the Planer. The Company will determine which jobs maintenance personnel will learn with input from the Maintenance personnel. Relief assignments will be filled on a senior may, junior must, basis.
- The establishment of a skilled employee group (i.e. Handy Person Classification) that is expected to flow anywhere in the plant site to address operational needs, relieves for breaks, and fills in for short term vacancies. It is recognized this group of employees, either individually or collectively, may be required to work schedules with varying shift start times. Department seniority for these individuals will reside in the department from which they bid to the Handy Person job classification. When an overtime opportunity exists, the provision of the CBA, Article 13 apply.
- The parties recognize that in the future it may be necessary to create a crew that is capable of operating in both the sawmill and the planer mill. The intent is to allow for the flow of skilled workers to respond to product flow limitations based upon operational and customer needs. There would be details to be worked out prior to the implementation of such and it is the intention of the Company to work with the Union to further negotiate the applicable details to achieve this objective. If the time comes when a crew is needed to operate both areas, would be the appropriate time for the parties to sit down and collectively work out the details. Such agreement shall be included upon renewal shall not conflict with the main body of this collective bargaining agreement.
- Temporary vacancies will be filled without limitation for a period of up to thirty (30) days. Vacancies that exceed this time frame will be posted per the bidding procedure. Employees assigned to such temporary vacancies will have overtime rights associated

to the temporary vacancy to which they are assigned. When the Company temporarily assigns the employee to a job other than his regular job, the employee shall receive the rate of the job to which assigned, or his regular rate, whichever is higher.

The parties agree that where there are conflicts in the current collective bargaining agreement to the achievement of the Flow to Work goal, the intent of this agreement will supersede the collective agreement

Addendum B

Memorandum of Agreement by and between Weyerhaeuser Company and International Association of Machinists And Aerospace Workers AFL-CIO Local Lodge W130 January 16, 2013

The parties recognize that in the future it may be necessary to create a crew that is capable of operating both the Sawmill and the Planer mill. The intent is to allow for the flow of skilled workers to respond to product flow limitations based upon operational and customer needs. There would be details to be worked out prior to the implementation of such and it is the intention of the Company to work with the Union to further negotiate the applicable details to achieve this objective. If the time comes when a crew is needed to operate both areas, would be the appropriate time for the parties to sit down and collectively work out the details.

Pursuant to addressing the above objective as previously agreed to by the parties the following provisions shall be applied:

1. Based on the current operational needs, this “flex crew” will be comprised of those employees necessary to operate the Day shift Planer, including the planer mill and shipping department employees. This crew will have the ability to “flex” to the Sawmill (as a crew) to meet operational/production needs.
2. Flex crew employees will not gain department rights or job rights outside of their permanent bid job or department. The current CBA provision will be applied relative to the employees permanent bid job. For example, overtime rights will be administered as provided in the CBA base on their permanent bid job, department and plan.
3. Sawmill “match” jobs will be awarded to the affected employees by plant seniority for initial assignment, excluding the noted exceptions, as outline in lines 13 to 18 below.

Planer		Sawmill	
1	Planer Laborer/Grader	1	Canter Twin
2	Grader	2	Gang
3	Dry Sorter	3	Barker * (Barker/Cutoff)
4	MSR	4	Autobuck * (Barker/Cutoff)
5	Forklift (In or Out feed)	5	Edger * (Edger/Trimmer)
6	Head Package Opr.	6	Trimmer * (Edger/Trimmer)
7	Head Package Opr.	7	Trimmer * (Edger/Trimmer)
8	End Loader	8	Stacker Operator

9	End Loader	9	Stacker Operator
10	Breakdown Hoist	10	Utility Laborer – Chipper
11	Stick Rack	11	Sorter Chaser
12	Planer Clean-up	12	Sawmill Laborer
13	Plant Handy	13	Plant Handy
14	Forklift (In or Out feed)	14	Forklift Outfeed
15	Shipping Utility		
16	Shipping Utility		
17	Planer Set-up / Oiler		
18	Head Grader		

Prior to establishing the initial job match assignments, current Day shift employees affected by this Flex crew agreement will be afforded a one-time, non-precedent setting, opportunity to exercise their department seniority for shift preference with the Swing shift employees in the same classification/function as outlined in the “Planer” 1-12 listing above, e.g. Grader for Grader, Forklift for Forklift (Planer Infeed or Outfeed only), End Loader for End Loader, etc. Should that preference be exercised, the affected Swing shift employee (s), on a senior may – junior must basis, will be assigned to Day shift in their respective job classification/function and will become a part of the Flex crew.

During this initial job matching and training process, in the event a Flex crew member is unable to successfully learn/perform the duties required for their initial job match selection, the Company and the Union will work together to determine a reasonable job match alternative for the employee.

4. Employee on the flex crew will receive their permanent bid job pay rate or applicable rate of the job performed, whichever is higher, for the hours worked when performing the Sawmill match job or when working as assigned. They will receive their regular bid job rate of pay when performing their permanent bid job.

In recognition for the additional skill and contribution, flex crew employee will also receive a \$0.25/hour adder when performing the Sawmill match jobs. This provision does not apply to those employees who are performing within the scope of regular job classification (i.e. facility forklift or plant handy), or to employees not “permanently” assigned a sawmill match job.

Additionally, for those jobs designated with * above, the primary focus for training and competency will be the initial match job selected; however, over time, employee in these roles will be expected to rotate within these combination jobs as provide don the negotiated job classification wage schedule.

5. After the sawmill match jobs are established, crew member shall not change match jobs except when match jobs become vacation due to retirement, leave the employer or a job bid to a position outside of the flex crew. When an open position occurs due to one of the above listed reasons, the sawmill match position will be reposted as a preference posting within the effected (sic) departments. When this occurs, it is

agreed there will be up to two openings to be filled by seniority. The remaining vacancy will be filled by the last person bidding into the planer day shift.

6. When the Flex crew operates the Sawmill, the remaining (ie: extra) Day shift Planer crew employees will be retained on active status (vs. lay-off) and will perform work within the scope of their permanent bid jobs or be assigned to work on the plant site where needed, which may include work in the Sawmill to support the Flex crew.
7. It is not the Company's intent to use this agreement in an effort to run overtime in the Planer department instead of the Sawmill department. As such, in weeks when the Planer flex crew operates the Sawmill, the Company commits to not running an overtime crew in the Planer Department. Additionally, in the event the Sawmill crew is sent home during a week due to a breakdown or other unforeseen event, the Company will not utilize the Planer Flex Crew in the Sawmill that week, provided the Company is able to secure a Sawmill crew to operate an additional shift hat week.
8. Any additions or changes to this agreement will be presented to the Union by the Employer and negotiated to mutual agreement, in a timely manner based on the flow to work memorandum language in the Collective Agreement.
9. This Flex Crew agreement will be subject to a review by the Parties 1-year following the signing of this agreement.

Agreed to by the Parties on January 17, 2013

Exhibit A **FLOW TO WORK**

Powerhouse helpers will assist the Dry Kiln Department on Second or Graveyard shift when the task will not result in more than three (3) hours, in total.

A qualified Associate may operate the Forklift to offbear the Sawmill after the night shift has ended, if the forklift operator offbearing the mill on the night shift does not wish to work said overtime. The purpose of this agreement is to clean out the mill so maintenance can do their work. This will not result in more than two (2) hours work. If more than two (2) hours overtime will be required, overtime procedure identified in Article 13 (Overtime) G. will apply.

Department Clean-ups or Laborers may be required to work in Departments other than their own to fill operational needs. If this is required Associates will be designated on a senior may / junior must basis for the task outside of their department.

Exhibit B
SELECTION OF LEAD PEOPLE AND OTHER DESIGNATED POSITIONS

- A. The following jobs will be filled by the best qualified applicant of those possessing the necessary standards of qualifications and ability.

Head Grader	Planer Set-up	Powerplant Helper
Filer Helper	Mobile Equipment Mechanic	Journey Machinist
Lubrication Tech	Predictive Maintenance Tech	Process Control Tech

- B. Applicants will be identified through the bidding procedure as outlined in the Job Posting Procedures in Article XIV and an assessment process, including an interview panel consisting of equal parts salary & hourly employees.
- C. In the event that two or more applicants possess equal qualifications, the one with the most Plant seniority will be given preference. Those assigned through this process, who are unable to maintain performance standards, will be returned to the last job held. After six months in the job those unable to maintain performance will be offered a return to their previous job classification. Should the offer be declined, discipline may be issued in accordance with Article VIII of this Agreement.
- D. The selection of any Lead Person position will be an assigned role from those individuals, identified through an interest posting, who possess the requisite skills and shall not be subject to the bidding procedure. The Company will seek input from the union prior to making these assignments; however, will retain sole discretion in finalizing these assignments based on written qualifications. The Company agrees that such assignments will not be made for capricious or arbitrary reasons. Those assigned, will remain in these roles as long as the need exists, and they perform to the defined performance criteria. Those who are unable to maintain performance standards, after given an opportunity to improve, will be returned to the last job held.

Exhibit C
ABSENTEE CONTROL PROCEDURE
RAYMOND LUMBER - ALL DEPARTMENTS

Timely and regular attendance is an expectation of performance for all employees. To ensure adequate staffing, positive employee morale, and to meet expected productivity standards throughout the organization, employees will be held accountable for adhering to their workplace schedule. In the event an employee is unable to meet this expectation, he/she must obtain approval from their supervisor in advance. This approval includes requests for late arrivals to or early departures from work. Failures in performance under these procedures that exceed 2% of the number of hours scheduled shall subject the employee to disciplinary action for failure to perform. Absenteeism will consist of the total number of hours in a rolling 12-month period, provided that the reason for an absence not protected under the law or under the

provisions of this policy shown below. This Policy is considered a No-Fault policy and includes absences for any reason other than those specifically exempted herein.

Absences

An employee is deemed absent when he/she is unavailable for work as assigned/scheduled and such time off was not scheduled/approved in advance as required by established notification procedure.

Tardy

An employee is deemed to be tardy when he/she:

- Fails to report for work at the assigned/scheduled work time.
- Leaves work prior to the end of assigned/scheduled work time.

**A tardy will count towards the 2% threshold as actual time missed rounded up to thirty-minute increments.

Notification Procedure

Employees are expected to follow notification procedures if they will be late for work, will not be at work, or are requesting planned time away from work. Employees must request in advance to their supervisor or designee if they wish to arrive late or leave early from an assigned shift.

At the time of notification/call, the employee must notify their supervisor when an absence is due to a documented/approved leave of absence (e.g. Sick Leave, Military Leave, FMLA) in order to ensure appropriate tracking of leave utilization and absenteeism. Failure of an employee to follow this notification will be considered No-Call/No-Show. An employee who fails to call in and report to work as scheduled for three consecutively scheduled work days will be viewed as having abandoned their position and employment will be terminated.

Violations of this attendance policy, notification procedures as well as No-Call/No-Show, will be addressed in accordance with the Progressive Discipline policy.

Progressive Discipline Process

Supervisors will monitor their employees' attendance on a regular basis and address unsatisfactory attendance in a timely and consistent manner leading up to, and especially, upon breaching the 2% threshold. When an employee has been previously counseled under the Progressive Discipline Procedure for performance, the totality of the absenteeism circumstances will be assessed when determining further action. For situations involving suspension or termination of employment, the Company Mill Manager or designee, and Union Plant Chairman will have the ability under a "Safety Net" policy to review each case on its merits looking at the totality of the employees work history in all areas. Timely and regular attendance is a performance expectation of all employees.

Reporting Procedures

For absences or tardiness not related to the use of Washington State Sick Leave, Employees will be expected to report at least sixty (60) minutes prior to the start of their shift to their supervisor or designee. For Washington Sick Leave events, advance notice for foreseeable events is required and reasonable notice for unforeseeable events is required.

Exemptions are:

Approved Union Business, Sick Leave taken under WA State Law, FMLA, Vacation, Holiday, Bereavement Leave, Jury Duty and Approved Leaves of Absence.

Exhibit D **EMPLOYEE WELLNESS**

General Policy

It is a corporate priority to provide a workplace that supports and encourages employee health and wellness. In order to promote healthy lifestyles, the company may provide financial support for memberships.

Fitness Center Memberships

Should a unit choose to provide financial support for athletic club membership, it must meet the following criteria:

- The company is paying no more than 50% of the monthly dues up to \$20 per month cost to the company.
- The company is paying no more than 50% of initial (one-time) fees up to \$50 cost to the company.
- The company subsidy is provided to all employees in a geographic area and/or a business unit.
- The club does not discriminate on the basis of race, creed, national origin, or gender.
- Subsidy is provided for employees only.

No subsidy will be provided to employees of a unit that provides an on-site fitness center.

Exhibit E **ALCOHOL AND DRUG TESTING**

INTRODUCTION

This Agreement deals with the testing component of the Company's Alcohol/Drug Policy. Alcoholism and substance abuse is a disease 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.

Part I. WORK RULES

- A. 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:
 - 1. Use, possess, dispense or receive alcohol, intoxicants or controlled substances (drugs) on Company premises or while engaged in Company business.

2. Report to work with any measurable amount of a controlled substance, intoxicant or illegal drug in their system. The substances and level at which samples shall be called positive will be consistent with DOT regulations
- B. 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.
- C. 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.

Part II. EMPLOYEE ASSISTANCE PROGRAMS (EAP)

- A. 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.
 1. The current EAP will remain in effect. Changes will not be made in the EAP without prior consultation with the Union.
 2. Medical care expenses are covered as provided by the Joint Health and Welfare Trust.
 3. Counseling information is available by contacting the plant personnel manager.
 4. Weekly accident and sickness benefits are covered under the provisions of the Joint Health and Welfare Trust.
 5. Leaves of absence will be made available for treatment and counseling.
- B. Employees who voluntarily seek help through the employee 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.

Part III. TESTING POLICY

- A. 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.
 1. 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.

2. 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.
 3. The supervisor's reasonable grounds must be confirmed by another management representative.
- B. 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 assistance program and immediately enters into a written referral agreement.
- C. 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.
- D. Employee representatives and/or the employee will have the opportunity to review the testing procedures.
- E. 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.
- F. 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 Personnel Manager 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 employer representative, a designated Union representative or a designated legal representative.
- G. 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.
- H. 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.
- I. Provide for the use of a Rapid Results Drug Testing process. Such process shall be done by third party providers and shall not replace the process used for positive tests.

- J. 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.

Part IV. REFERRAL AGREEMENT

- A. It is the intent of the Company and the Local Union to correct problems associated with drug and alcohol through the EAP rather than to initially penalize employees based on test results. Therefore, an employee who voluntarily enters the EAP in lieu of a required test or has a positive result on a test will have disciplinary action withheld pending satisfactory completion of the referral agreement requirements.
- B. The terms and conditions of each referral agreement will be put in writing and signed by the employee, the Union, and the Company. Each referral agreement will contain some basic core requirements but will be designed considering the individual's circumstances. The disciplinary action for a violation of the agreement on alcohol and drug testing will be abated for an employee who satisfactorily completes the treatment program prescribed by the EAP counselor and who meets the terms and conditions of the referral agreement. Referral agreement terms and conditions will only be related to the agreement on alcohol and drug testing and will not be used for discipline outside of that agreement.
- C. An employee who fails to cooperate, abandons, or does not complete the treatment program prescribed by the EAP counseling or who fails to live up to the terms and conditions of the referral agreement will receive the previously withheld discipline. However, before the disciplinary action is imposed, the employer and the Union representative will attempt to counsel the employee into completing the treatment program.
- D. Whether an employee volunteers to participate in the EAP or is required to participate as a condition of continued employment, that employee shall continue to be subject to the same rules, working conditions and disciplinary procedures in effect for other employees, i.e., employees cannot escape discipline for future infractions by being enrolled in the EAP. Employees will NOT be allowed to elect rehabilitation in lieu of discipline for violations of this drug or alcohol policy more than one time.
- E. Employees who test positive will be evaluated by certified addiction counselors, so certified by the appropriate certification board of either Washington or Oregon.

Part V. UNION LIABILITY

The Employer agrees to hold the Union harmless with respect to reasonable legal expenses incurred by the Union in defending itself in litigation resulting from the employer's activities in carrying out the drug testing program.

Part VI. DURATION

This Agreement shall be subject to the conditions of the Revision and Termination Provisions of each respective Working Agreement.

Exhibit F BOOTS AND SAFETY EQUIPMENT

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 Rain Gear the company will replace in kind for associates with the following conditions:
 - All Maintenance and Electrical Departments, all in Kiln Department, Log Yard Utility, Sawmill Laborers, Planer Clean up. Management may replace for other associates, at its discretion. Old raingear must be turned in prior to replacement and must be pre-approved.
2. Prescription safety glasses - \$150 per year will be reimbursed to the employee.
3. Reimbursement will be paid once per calendar year as follows:
 - a. Reimbursement as the expense occurs for those designated employees for the following:
 - i. Rubber Boots (ANSI/ASTM) - \$100.00 (designated employees only)

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.

Exhibit G SAFETY INCENTIVE PROGRAMS

Effective with ratification of this agreement, existing safety incentive programs may be modified or terminated by the Company.

Exhibit H MAINTENANCE PROGRAM RAYMOND LUMBER MAINTENANCE DEPARTMENT

OUTLINE

The Maintenance Program is divided into two (2) basic areas:

- I. Operating Posture
- II. Apprenticeship/Training Program

Selection into the Maintenance Department, including related training/apprenticeship programs, will be based on an individual's knowledge, training, skill and ability, as determined by means of a testing process (to assess aptitude and/or skill level), interview panel consisting of equal parts salary & hourly employees, review of the individual's work history/performance, including willingness to work any shift required, as well as overtime. If/as applicable, State apprenticeship

eligibility requirements will also be considered. The senior employee will be selected from among those determined to be qualified per the foregoing.

1. Operating Posture

- A. Three (3) Crafts in the Maintenance Department:
 - 1. Industrial Millwright, with basic skills including: Millwright, Lubrication, Welding, Hydraulics/Pipefitting, Mobile Equipment Mechanics, and Machining.
 - 2. Industrial Electrician, with basic skills including: Electrician, Electronics (electronic skills level required through Systems Tech II (ST-2) level in the Electronic Training Program -- skill attainment above ST-2 level is optional), and Minor Welding.
 - 3. Lubrication & Predictive Maintenance Technician, with basic skills sets including: Lubrication, Tribology, Vibration Analysis, Basic Welding, Hydraulics, Pipe Fitting, Electrical, and Millwright.
- B. Maintenance personnel will have primary work assignment/area based on seniority and qualifications.
- C. All Maintenance personnel to work plant-wide (including offsite) as assigned and needed.
- D. Classifications in Maintenance Department:
 - 1. Industrial Millwright (M.W.)
 - 2. Industrial Electrician (Electrician)
 - 3. Apprentice M.W. and Electrician as determined by the Company
 - 4. Mobile Equipment Mechanic
 - 5. Journey Machinist
 - 6. Maintenance Lead
 - 7. Electrical Lead
 - 8. ST-3 (Electrician)
 - 9. ST-4 (Electrician)
 - 10. Process Control Tech
 - 11. Lubrication & Predictive Maintenance Technicians
- E. Maintenance personnel will work to the level of their ability and training, including across crafts, within the limits of safety. (Examples: Millwright Repair to change motors, fuses, etc.; Electrician Repair to change hydraulic components, install chains, etc.)
- F. Maintenance personnel will be assessed periodically to determine weaker skills; the Company is to provide training to improve weak skills and the employee is expected to work to improve those areas. If travel away from the Raymond area is necessary and required by the Company to attend training classes, the Company will provide or reimburse employees for expenses incurred. The cost of training and schooling obtained by employees on their own initiative for self-improvement but not required by the Company, will be covered per the current Company Tuition Refund Program.

- G. Work schedules will be established by the Company to fit the needs of the operation.
- H. The Company will establish the necessary skills required for each shift and assign Maintenance personnel with those skills to the appropriate shift(s).
- I. Scheduled vacancies on any shift will be filled by rescheduling Journeymen by seniority.

Maintenance employees who cannot be granted two (2) consecutive days off, due to the needs of the operation, shall work said day, or days, at overtime unless at least seven (7) calendar days notice of the schedule change has been given.

- J. Permanent vacancies are to be filled first within the Maintenance Department. If no qualified Maintenance applicants for job vacancies in the Sawmill/Planer/Kiln/Shipping, Machine Shop or Auto Shop, the vacancy will be filled by the Journeyman of the same classification with the least job seniority. If no qualified Maintenance Department employees apply, the job will be posted plant-wide prior to hiring from the outside.
- K. Maintenance employees will keep the necessary maintenance logs and records as required by the Company.
- L. Maintenance employees will cooperate with their supervisor(s) and assist their fellow employees in improving and performing Journeyman skill requirements in their classifications, and to develop their abilities in performing maintenance tasks in other classifications, either through Company training or self-improvement methods. For this purpose, a Journeyman is one who is able to complete tasks by determining the necessary parts, tools and methods to successfully complete the task, once the desired objective has been identified, without direct supervision from his supervisor. Minimum personal tool requirements are as defined in the Maintenance Apprentice Program.

2. Maintenance Department Apprentice Program

- A. A program which provides training and development of employees in necessary skills required to be a Journeyman Millwright or a Journeyman Electrician in the Raymond Lumber Mill.

As deemed necessary by the Company, a Maintenance Apprentice position will be posted for plant-wide bid. The successful candidate will be identified through the established selection criteria.

The Trainee who successfully completes the apprenticeship period as approved by the Company and Apprenticeship Board (when applicable) shall advance to the next higher pay period.

The Millwright Trainee and Electrical Trainee will receive his/her trainee rate on every Maintenance job performed regardless if he/she is to work in addition to or in place of any

other Maintenance associate in any Maintenance classification and regardless of the specific tasks performed.

It is understood that Millwright Trainees and Electrician Trainees will be expected to perform any work that is up to his/her level of training and/or experience. If the Company determines the Trainee is not performing satisfactorily, or is not progressing through the Apprenticeship Program satisfactorily, he/she will be disqualified from the Maintenance Trainee Program and return to his/her last bid job and shift. A Maintenance Apprentice so disqualified from the job will not be allowed to re-bid to it in the future unless mutually agreed by the plant committee.

- B. The Apprentice Program includes:
 - 1. Eight (8) step progression for each classification (six (6) months, 1,000 hours worked minimum for each step).
 - 2. Progressive pay rates (percentage of Journeyman rate) as employee moves through each successive skill level.
 - 3. Prescribed training for each step.
- C. Advancement through program to successively higher skill levels based on:
 - 1. Completion of required home study material (prescribed for each period), and passing appropriate tests (70% minimum) within an established time period.
 - 2. Completion of scheduled on-the-job training experience, performance tests, and field evaluations over an established period (1,000 hours worked per step).
 - 3. Passing a final exam for each period covering the home study, on- the-job training, and special supplementary instruction prescribed for that period.
 - 4. Approval for advancement by the Evaluation Committee.
- D. Evaluation Committee
 - 1. Evaluates individual employee's progress, approves promotions, reviews probation of trainees, recommends changes in training, acts as Hearing Board.
 - 2. The Evaluation Committee will be composed of up to three (3) members appointed by the Company and up to three (3) members appointed by the local Union.
 - 3. In the event the Evaluation Committee cannot reach agreement on subjects within its responsibility, the Evaluation Committee will select a knowledgeable person to act as a tie breaker.
- E. The trainee will be shifted to different areas and shifts throughout the program to gain required experience. Application of seniority does not apply to such scheduling.
- F. Trainees are expected to work rather than observe. Once proficient on how to do a job, the trainee may be assigned to work alone. The apprentice will receive the wage for the grade he is in. It is not the intent of this program to work an Apprentice alone as a Journeyman.
- G. Upon successful completion of the apprentice program, the following will occur:
 - 1. The employee will be given journeyman classification seniority dating back four (4) years or to the time of entry into the program, whichever is shorter.

2. Upon achieving journeyman status, the employee will be assigned to the appropriate shift once the senior employees have exercised their seniority rights. Bumping a less senior classification employee will not be permitted as a result of the apprentice entering the journeyman classification and thereby receiving the retroactive classification seniority.
3. Once an employee has been advanced to journey level by the apprenticeship committee, a posting will be created to facilitate placing the employee on an open schedule. As an opening is posted, the employee will be able to bid utilizing their seniority.

H. The program will be administered by the Joint Committee

I. Maintenance Apprentice Agreement (dated February 5, 2015)

The Company and the Union agree to agree to support the Weyerhaeuser maintenance training program (millwright and electrical) administered by Northern Alberta Institute of Technology (NAIT) distance-based learning process as follows:

- The successful candidate must sign an Apprentice Agreement, which includes the intention to work for Weyerhaeuser Raymond Lumber in the trade for a minimum of three years after completion of the program and states that if they leave Raymond Lumber because of factors within their control they will reimburse the Company a prorated amount based on the cost of the training program and years worked since completion.

MAINTENANCE DEPARTMENT APPRENTICE PROGRAM

Millwright Tool Requirements

Tools Req'd
During Period

3	One (1)	8"	Crescent Wrench
1	One (1)	12"	Crescent Wrench
2	One (1)	10"	Crescent Wrench
1	One (1)	15"	Crescent Wrench
1	One (1)	10"	Pipe Wrench
6	One (1)	18"	Pipe Wrench
3	One (1)	48 oz.	Drilling Hammer
2	One (1)	16 oz.	Claw Hammer
1	One (1)	32 oz.	Ball Peen Hammer
1	One (1) Set		Combination Wrenches 3/8" to 1-1/4"
2	One (1) Set		1/2" Socket Wrenches 7/16" to 1-1/4"
2	One (1)		1/2" Ratchet
2	One (1)		1/2" Flex Handle
2	One (1)		1/2" Universal
2	One (1)		1/2" Extension 2"
2	One (1)		1/2" Extension 4"
1	One (1)	12'	Measuring Tape
3	One (1)	50'	Measuring Tape (Steel)
1	One (1) Pair	12"	Channel Locks

3	One (1)	6"	Diagonal Cutters
2	One (1) Pair		Vice Grips (8")
2	One (1) Set		Allen Wrenches (.050" through 3/8")
4	One (1) Set		Allen Wrenches - Metric
3	One (1)	1/2"	Cold Chisel
3	One (1)	3/4"	Cold Chisel
3	One (1)	1"	Cold Chisel
3	One (1)	1 1/2"	Wood Chisel
1	One (1)	3/16"	Punch - Extra Long
1	One (1)	5/8"	Punch - Extra Long
2	One (1)		Center Punch
3	One (1)		Framing Square
3	One (1)		Combination Square
3	One (1)	2'	Carpenter Level
3	One (1)	6"	Torpedo Level
3	One (1) Set		Plumb Bobs
1	One (1) Set		Screw Drivers (Phillips and Regular Head)
1	One (1)		Hack Saw
2	One (1) Set		Feeler Gauges
1	One (1)		Tool Pouch
3	Two (2)	2"	C-Clamps
3	Two (2)	4"	C-Clamps
3	Two (2)	6"	C-Clamps
1	One (1)		Drill Bit Index Box 1/16 - 1/2 by 64ths
1	One (1)		Utility Razor Knife
4	One (1) Set	1/8"- 5/8"	Socket Allens
4	One (1)	1/2"- 3/8"	Socket Adapter
4	One (1)	3/8"- 1/2"	Socket Adapter
4	One (1) Set	1/2"	Impact Driver
4	One (1) Set		Internal Snap Ring Pliers
4	One (1) Set		External Snap Ring Pliers
4	One (1) Set		Small Easy Outs
4	One (1) Set	1/8"-1/4"	Pin Punches
3	One (1)	1/8"-1 1/4"	Tubing Cutter
4	One (1)	3" or 4"	Pocket Calipers
8	One (1)	24"	Pipe Wrench
2	One (1)		Pocket Knife
4	One (1)		Line-up Bar

The above is the minimum Millwright tool requirement. All hand tools required by the employee in performance of his work shall be furnished by the employee.

Tool Replacement Policy

The Millwrights and Electricians are eligible for the following:

Amount

- Two hundred twenty dollars (\$200) net, paid annually at the first of the year.

Broken Tools

- It is the employee's responsibility to replace broken tools. Quality tools come with a warranty.

Electrical/Air Operated Equipment

- Includes drill motors, air wrenches, meters, etc.
- Inventory on these items must include manufacturer, model, horsepower, size, etc.
- If item becomes defective and is not covered by a warranty, the Company will replace them with a like item. Defective equipment must be given to the supervisor.

MAINTENANCE DEPARTMENT EXTERNSHIP PROGRAM

The Company may utilize externship employees in maintenance function to the extent that not more than two (2) externs are on site during any 12-month period. Such employees shall be required to comply with the provisions of Articles 2 and 3 of the collective bargaining agreement. These extern employees will have all the rights and benefits under the Labor Agreement except they will not accumulate or retain any seniority, they will not be eligible for any holidays occurring during their period of employment, they will accrue no vacations, are not eligible for overtime that would displace, or otherwise deprive of opportunities, regular full time employees and may be terminated for unsatisfactory work performance without progressive discipline. If there is a need for curtailment of operations, extern employees will be curtailed, laid off, or terminated before any regular employee is affected. The Company shall continue to utilize internally recruited apprentices in the Apprenticeship programs for all functions and externs shall not impact the number of apprenticeships offered or the frequency of such offerings.

Extern employees will be classified as such and their employment will terminate no later than twelve (12) months after initial start date.

Externs who request regular employment following their temporary employment will only be considered after they have met all of the pre-employment qualifications for regular new hires. Extern employees who later accept regular positions will not receive seniority credit for any temporary employment.

Exhibit I
FILER PROGRAM

Objective

1. To establish and sustain in the Filing Program a work climate and process that will ensure the attracting and retaining of quality long-term employees.
2. To realize the full potential towards continuous improvement by utilizing the most effective processes and methods that will efficiently empower the employees to learn the job skills necessary to achieve superior results.
3. To make substantial progress towards employee teamwork through ongoing training for everyone in the most effective use of reliable methods and new technology that requires a high level of skill.

Filer Program General Provisions

1. Filer trainees will enter a training program culminating in being qualified to be a Senior Bench. Trainees may be moved to maximize on-the-job training and experience regardless of shift.
2. All filers are to be kept updated with training on now-known, state-of-the-art precision saw filing through on-the-job or off-site training.
3. Each filer must give instructional assistance to lesser qualified employees.
4. All classifications in the Filing Department will work according to their ability regardless of classification and assist each other as required.
5. Tool requirements will remain as per past practice.
6. On-the-job education and job skills requirements outlined in the training program for promotional steps will be adhered to. The Company may advance employees sooner if qualified. If an employee has not made satisfactory progress within the time limits specified, an evaluation will be made to determine the cause and whether the employee will be removed or the training period extended.
7. Filers will assist in ordering supplies and equipment.
8. Filers will assist and work together as a team with the machine operators in changing saws and chipping tools and in raising and lowering of heads and saw boxes.
9. Filers will provide technical assistance at the machine centers; i.e., size problems, offset problems, etc. This will require that filers keep records of shift activities (log book) and track cutting tool performance and adherence to specifications.

10. Senior Bench/GF: These employees will be encouraged to obtain the skills necessary to progress to Senior Bench classification. The primary duties of this classification is being responsible for all round saw grinding, hammering, knife grinding, and making guides.
11. In order to maintain skills, the Company may rotate filers as needed on shift.
12. The Company will provide all training to allow an employee to advance from Helper I to Sr. Bench.
13. When an employee takes the place of another employee they will receive the higher rate of pay.

Helper I (Three-Month Period)

Minimum skills needed to advance to Helper II:

- Learn to identify all saws and equipment.
- Learn to identify all knives and knife equipment.
- Change all saws.
- Know all basic techniques in operating, adjusting, greasing, repairing, and cleaning all filing equipment and saws to established standards.
- Overhaul and surface saw guides. Maintain guides and inspect water, air, and oil flow to guides (know regulated air, water and oil pressure and flow volumes for all band saws and water flows for other machine centers).
- Qualify to grind all knives.
- Demonstrate basic techniques in fitting saws.

Helper II (Six-Month Period)

Minimum skills needed to advance to Junior Bench:

- Demonstrate basic techniques in sharpening and benching saws.
- Tips and grinds saws.
- Welding, cutting, and brazing. Adjust welding equipment; join two pieces of saw steel.
- Know all advanced techniques in operating, adjusting, greasing, repairing, and cleaning all filing equipment and saws to established standards.

Junior Bench (Fifteen-Month Period)

Minimum skills needed to advance to Senior Bench:

- Demonstrate advanced techniques in sharpening and benching saws.
- Qualifies in all saw fitting.
- Advanced welding and annealing, weld teeth, butt weld, repair cracks to withstand double bends.

- Rotate and perform as relief for vacations and other absences on any shift. Maintain quality and productivity levels set for Filer.
- Learn any skill unique to the operation, such as equipment alignment, band wheel grinding, and round saw guide alignment.

Senior Bench

- Advance to this position upon completion of all filer trainee steps and having passed proficiency test covering all training steps.
- Must qualify and perform all duties of the filing department as needed as outlined above.
- Ability to inspect saws, knives, and rigs to identify and/or correct any improper filing and alignment techniques.
- Bench all saws.

Exhibit J **GRADER PROGRAM**

A. The intent of the Grader Development Program is:

- To attract capable people to the Grading position.
- To accurately assess the degree of skill necessary to become a competent Grader.
- Selection is based on the bid process and seniority.
- Trainee must be able to pass requirements of each week to continue.
- Job is posted at Grader Trainee II hourly rate based off the wage schedule and progress to Grader Trainee IV at end of week 3 if passing all requirements, then at completion receive Grader Trainee VII if passing all requirements.
- Upon successful completion of the training program and acceptance of the position Employee will be deemed a "Qualified Grader".
- Qualification as a Grader Operator rating scale:
 - "Not Qualified"
 - "Competent" suitably training, meeting minimum training criteria and requiring a moderate degree of continuing mentorship
 - "Qualified" adequately qualified, with sufficient experience to perform the work safely and proficiently, with only a minimal degree of supervision

B. The progress will be:

1. Week 1: Trainee must present understanding of Grader material to move on Grader Trainee II

Review safety and Grader Procedures for Grader Operations

- Review Grader Standard Operating Procedures (SOP) and Job Safety Analysis (JSA).
- Review Grade book Chapter 7 Structural Light Frame
- Review and understand key learnings to grader materials
- Key learnings and assessment review with Head Grader Operator
- Assessment exam

2. Week 2 & 3: Trainee must score 75% or greater for proficiency – Grader Trainee II

Hands on Training for Grader operations

- I. Review grader materials/grade book
- II. Observe qualified grader at grade station
- III. Apply grade rules to grading process
- IV. Review lumber packages with Head Grader or qualified person
- V. Learn to recognize defects with the grade scanner: roller break, tight splits, shake, grain distortion, slop of grain, stain/white speck bark encased knots, sucker knots, timber break, decay/rotten wood
- VI. Understand how to reference the appropriate rules in grade book
- VII. Know grader marks and understand basic terminology such as, balanced skip, planer offset, split, shake, roller break, wane, etc.
- VIII. Learn to contact the Planer Feeder to address setup issues
- IX. Key learning and assessment review with head grader
- X. Assessment exam

3. Week 4 to 6: Trainee must score 90% or greater for proficiency – Grader Trainee IV

Hands on Training for Grader operations

- I. Assist at grade station with qualified grader
- II. Pull lumber for discussion with Head Grader and/or qualified grader
- III. Work and grade up stream of qualified grader incremental during shift
- IV. Grader standalone with observance from Head Grader and/or qualified grader
- V. Key learning and review with Head Grader

4. Week 7: Trainee must score 90% or greater for proficiency

Review Grader Operations

- I. Understand grade stamps, know alarm zones, recognize timing issues, lug alignment
- II. Understand the effect on quality, as well as production requirements
- III. Understand finished lumber sizes
- IV. Understand and know how to read and use caliper and lumber gauge
- V. Grader standalone for shift breaks, when needed
- VI. Key learning and review with Head Grader

5. Week 8: Trainee must score 90% or greater for proficiency – Qualified Grader VII

Grader operations assessment exam

- I. Review rule book and all course materials for grading operations
- II. Key learning and review with Head Grader
- III. Assessment exam

C. **Special Considerations**

1. Senior Graders will be given priority on advancement opportunities.
2. Whenever an employee is being trained in a new category for advancement purposes, he or she will not receive rate of pay for the new step until all proficiency requirements have been achieved.
3. In order to afford maximum opportunity for less experienced Graders or Graders in training for another category, these employees will have first opportunity to work with the agency inspector and will be paid their current rate of pay.
4. As a result, any changes in the Grader Development categories will not affect a Grader holding credit for a discontinued item and will not suffer loss of step or pay rate.
5. All Graders will be given the right to progress.

Exhibit K **PLANER SET-UP/OILER PROGRAM**

This position will be filled through the normal bid system. The bid sheet will state “This training program will last up to six months and upon successful final evaluation, the employee will be required to fill in on the Set-up/Oiler job when necessary and move up to the next full time position.”

There will be two steps in the training program, Planer Trainee I and II, with an evaluation of the based on the Planer training qualification criteria.

Upon successful completion of the program, he/she will be curtailed to their previous bid job, but will fill in as needed. The employee will continue to receive Planer Trainee II rate. (Unless the previous job rate pays a higher rate.)

The Trainee will be removed from the program at any time it is determined the Trainee is not making satisfactory improvement or operating at an acceptable level of proficiency.

The Company has six (6) months to remove an employee from the program and the employee has the same time to remove themselves from the program. If the employee is removed by the Company or by him/her selves, they will return to their previous job and shift as if they had never left.

During the training, the employee will:

1. Be required to learn the operation of the Planer.
2. Solve the normal machine problems and do the basic machine maintenance.
3. Fill in on any shift when needed for vacation or sickness relief.
4. Familiarize themselves with all safety aspects of the Planer system.

Once a person has established seniority as a Set-up/Oiler, he/she does not have to progress to the Head Planer person position.

Exhibit L
KILN PROGRAM

- Employees will move up with demonstrated skills.
- Company's desire is to have all Kiln Operators advance to Kiln II position.
- Structured training will be provided for Transfer Operators, Kiln I, and Kiln II with the proper skills for position and for advancement.
- The Company will provide the needed training for any Kiln I who wishes to advance to Kiln II. The employee will notify the Company in writing of the desire to be trained for advancement. Seniority will be considered in providing said training.

Exhibit M
OPACITY MONITORING

Associates with current certification who perform Opacity Monitoring as a part of their job duties, will receive a \$.50 adder.

Exhibit N
PLANER SIX SHIFT SCHEDULE

The purpose of this language is to allow efficient operations of the Planer Mill, while operating six (6) shifts per week, ten (10) hours per day. This agreement applies only to the planer mill and only to the 6 day, 10 hour posture. It is agreed that:

- Certain jobs will be combined into one to allow for employees to be relieved during their scheduled rotation.
- These jobs are:
 - Breakdown Hoist Operator and Planer Set-up/Oiler
 - Stick Sorter and Planer Laborer
 - Planer Cleanup and MSR Operator
 - Dry Sorter and Grader
- A rover position will be utilized in each combined job.
- The current senior employee in each classification will remain in their classification.
- The remaining senior competent employee, considering both classifications will fill the rover role for that combination.
- While assigned to a rover classification the employee will perform both roles in a relief capacity, but will be paid the higher wage of the two jobs regardless of the assigned work performed on any given day.
- Any employee who becomes qualified in both positions of a combined job will be paid the higher rate as long as they rotate among the two tasks, per the company determined schedule.

Exhibit O
PAST PRACTICE WAIVER
ESTABLISHMENT OF FUTURE PRACTICES

Upon signing this agreement, the parties agree that all past practices heretofore created between them shall cease to exist and will no longer be precedent binding upon either party for any purpose.

Only those practices established after this agreement is signed shall be operative precedent between the parties, and each of them respecting matter arising after this agreement is signed, provided however no practice shall be established contrary to the terms of the agreement.

Exhibit P

WAGE SCHEDULE

Department	Description	2022 Rate	2023 Rate	2024 Rate	2025 Rate
LOG YARD	YARD UTILITY	\$ 29.425	\$ 30.310	\$ 31.220	\$ 32.000
	GRAPPLE OPERATOR	\$ 29.425	\$ 30.310	\$ 31.220	\$ 32.000
	YARD EQUIPMENT OPR	\$ 29.425	\$ 30.310	\$ 31.220	\$ 32.000
	DISPATCHER	\$ 29.425	\$ 30.310	\$ 31.220	\$ 32.000
	LOG YARD LEAD PERSON	\$ 30.865	\$ 31.790	\$ 32.745	\$ 33.565
SAWMILL					
	BARKER/CUT-OFF OPR	\$ 26.225	\$ 27.010	\$ 27.820	\$ 28.515
	CANTER/GANG II	\$ 28.760	\$ 29.625	\$ 30.515	\$ 31.280
	CANTER TWIN I	\$ 28.360	\$ 29.210	\$ 30.085	\$ 30.835
	GANG I	\$ 27.200	\$ 28.015	\$ 28.855	\$ 29.575
	EDGER/TRIMMER OPR	\$ 26.120	\$ 26.905	\$ 27.710	\$ 28.405
	SORTER CHASER	\$ 24.625	\$ 25.365	\$ 26.125	\$ 26.780
	STACKER OPERATOR	\$ 25.005	\$ 25.755	\$ 26.530	\$ 27.195
	UTILITY LABORER	\$ 24.840	\$ 25.585	\$ 26.355	\$ 27.015
	REMAN OPERATOR	\$ 25.545	\$ 26.310	\$ 27.100	\$ 27.780
	SORT POCKET CHASER	\$ 24.880	\$ 25.625	\$ 26.395	\$ 27.055
	SAWMILL LEAD PERSON	\$ 30.865	\$ 31.790	\$ 32.745	\$ 33.565
	SAWMILL LABOR	\$ 24.075	\$ 24.795	\$ 25.540	\$ 26.180
	QUALITY CONTROL I	\$ 28.875	\$ 29.740	\$ 30.630	\$ 31.395
	QUALITY CONTROL II	\$ 30.655	\$ 31.575	\$ 32.520	\$ 33.335
FILING					
	FILER HELPER I	\$ 25.960	\$ 26.740	\$ 27.540	\$ 28.230
	FILER HELPER II	\$ 26.510	\$ 27.305	\$ 28.125	\$ 28.830
	JUNIOR BENCH	\$ 28.910	\$ 29.775	\$ 30.670	\$ 31.435
	SENIOR BENCH/GF	\$ 31.100	\$ 32.035	\$ 32.995	\$ 33.820
	SENIOR BENCH	\$ 33.325	\$ 34.325	\$ 35.355	\$ 36.240
	HEAD FILER	\$ 34.235	\$ 35.260	\$ 36.320	\$ 37.230
KILN					
	KILN I	\$ 25.545	\$ 26.310	\$ 27.100	\$ 27.780
	KILN II	\$ 27.030	\$ 27.840	\$ 28.675	\$ 29.390
	TRANSFER OPERATOR	\$ 25.545	\$ 26.310	\$ 27.100	\$ 27.780
	KILN LEAD PERSON	\$ 30.865	\$ 31.790	\$ 32.745	\$ 33.565

WAGE SCHEDULE - CONT

Department	Description	2022 Rate	2023 Rate	2024 Rate	2025 Rate
PLANING MILL	BREAKDOWN HOIST OPR	\$ 24.955	\$ 25.705	\$ 26.475	\$ 27.135
	END LOAD OPERATOR	\$ 24.955	\$ 25.705	\$ 26.475	\$ 27.135
	PLANER TRAINEE I	\$ 26.210	\$ 26.995	\$ 27.805	\$ 28.500
	PLANER TRAINEE II	\$ 26.475	\$ 27.270	\$ 28.090	\$ 28.790
	PLANER SET-UP/OILER	\$ 28.990	\$ 29.860	\$ 30.755	\$ 31.525
	HEAD PLANER PERSON	\$ 29.955	\$ 30.855	\$ 31.780	\$ 32.575
	MSR OPERATOR	\$ 26.260	\$ 27.050	\$ 27.860	\$ 28.555
	GRADER TRAINEE II	\$ 25.900	\$ 26.675	\$ 27.475	\$ 28.160
	GRADER IV	\$ 27.455	\$ 28.280	\$ 29.130	\$ 29.860
	GRADER VII	\$ 28.905	\$ 29.770	\$ 30.665	\$ 31.430
	QUALIFIED GRADER	\$ 31.445	\$ 32.390	\$ 33.360	\$ 34.195
	DRY SORTER TRAINEE	\$ 25.290	\$ 26.050	\$ 26.830	\$ 27.500
	DRY SORTER	\$ 27.455	\$ 28.280	\$ 29.130	\$ 29.860
	STICK SORTER	\$ 24.190	\$ 24.915	\$ 25.660	\$ 26.300
	END LOADER OPR I	\$ 25.575	\$ 26.340	\$ 27.130	\$ 27.810
	PLANER CLEANUP	\$ 24.075	\$ 24.795	\$ 25.540	\$ 26.180
	PLANER LABORER	\$ 24.430	\$ 25.165	\$ 25.920	\$ 26.570
	INFEEED LABORER	\$ 24.430	\$ 25.165	\$ 25.920	\$ 26.570
	PLANER LEAD PERSON	\$ 30.865	\$ 31.790	\$ 32.745	\$ 33.565
	FACILITY FORKLIFT OPR	\$ 26.035	\$ 26.815	\$ 27.620	\$ 28.310
	HEAD PACKAGE OPERATOR	\$ 25.815	\$ 26.590	\$ 27.390	\$ 28.075
	PLANER CLNUP	\$ 24.430	\$ 25.165	\$ 25.920	\$ 26.570
SHIPPING					
	HEAD PACKAGE OPERATOR	\$ 25.815	\$ 26.590	\$ 27.390	\$ 28.075
	FINISHED LBR HANDY	\$ 26.845	\$ 27.650	\$ 28.480	\$ 29.190
	FACILITY FORKLIFT OPR	\$ 26.035	\$ 26.815	\$ 27.620	\$ 28.310
	SHIPPING UTILITY	\$ 26.035	\$ 26.815	\$ 27.620	\$ 28.310
	SHIPPING LEAD PERSON	\$ 30.865	\$ 31.790	\$ 32.745	\$ 33.565
MAINTENANCE - MECHANICAL	STEP 1 INDUSTRIAL MILLWRI	\$ 33.645	\$ 34.655	\$ 35.695	\$ 36.585
	STEP 2	\$ 35.270	\$ 36.330	\$ 37.420	\$ 38.355
	STEP 3	\$ 36.965	\$ 38.075	\$ 39.215	\$ 40.195
	SPECIALIZED MILLWRIGHT	\$ 38.750	\$ 39.915	\$ 41.110	\$ 42.140
	LEAD	\$ 40.870	\$ 42.095	\$ 43.360	\$ 44.445

WAGE SCHEDULE – CONT

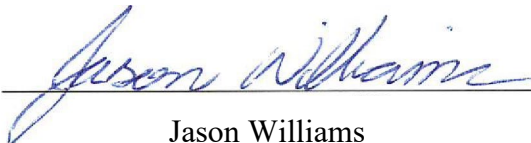
Department	Description	2022 Rate	2023 Rate	2024 Rate	2025 Rate
MAINTENANCE - MILLWRIGHT APPRENTICE	* 8TH PERIOD M/W APPR	\$ 31.290	\$ 32.230	\$ 33.195	\$ 34.025
	* 7TH PERIOD M/W APPR	\$ 30.280	\$ 31.190	\$ 32.125	\$ 32.930
	* 6TH PERIOD M/W APPR	\$ 29.610	\$ 30.500	\$ 31.415	\$ 32.200
	* 5TH PERIOD M/W APPR	\$ 27.925	\$ 28.765	\$ 29.630	\$ 30.370
	* 4TH PERIOD M/W APPR	\$ 27.080	\$ 27.890	\$ 28.725	\$ 29.445
	* 3RD PERIOD M/W APPR	\$ 26.245	\$ 27.030	\$ 27.840	\$ 28.535
	* 2ND PERIOD M/W APPR	\$ 25.400	\$ 26.160	\$ 26.945	\$ 27.620
	* 1ST PERIOD M/W APPR	\$ 24.900	\$ 25.645	\$ 26.415	\$ 27.075
	JOURNEY MACHINIST	\$ 34.615	\$ 35.655	\$ 36.725	\$ 37.645
	SPECIALIZED MACHINIST	\$ 38.750	\$ 39.915	\$ 41.110	\$ 42.140
	LEAD MECHANIC	\$ 35.570	\$ 36.635	\$ 37.735	\$ 38.680
	MAINTENANCE HELPER	\$ 24.350	\$ 25.080	\$ 25.830	\$ 26.475
	LUBE TECH 4	\$ 33.070	\$ 34.060	\$ 35.080	\$ 35.955
	LUBE TECH 3	\$ 31.895	\$ 32.850	\$ 33.835	\$ 34.680
	LUBE TECH 2	\$ 30.720	\$ 31.640	\$ 32.590	\$ 33.405
	LUBE TECH 1	\$ 29.545	\$ 30.430	\$ 31.345	\$ 32.130
	OILER	\$ 28.530	\$ 29.385	\$ 30.265	\$ 31.020
	LPM APPRENTICE	\$ 26.675	\$ 27.475	\$ 28.300	\$ 29.005
74.0% MAINTENANCE - ELECTRICAL	STEP 1 - INDUSTRIAL ELECTRICIAN	\$ 34.720	\$ 35.760	\$ 36.835	\$ 37.755
	STEP 2 - ELECTRONICS ST-3	\$ 35.650	\$ 36.720	\$ 37.820	\$ 38.765
	STEP 3 - ELECTRONICS ST-4	\$ 38.080	\$ 39.220	\$ 40.395	\$ 41.405
	STEP 4 PC ST-5	\$ 40.135	\$ 41.340	\$ 42.580	\$ 43.645
	LEAD	\$ 42.265	\$ 43.535	\$ 44.840	\$ 45.960
MAINTENANCE - ELECTRICAL APPRENTICE					
	* 8TH PERIOD ELEC APPR	\$ 32.290	\$ 33.260	\$ 34.260	\$ 35.115
	* 7TH PERIOD ELEC APPR	\$ 31.250	\$ 32.190	\$ 33.155	\$ 33.985
	* 6TH PERIOD ELEC APPR	\$ 30.555	\$ 31.470	\$ 32.415	\$ 33.225
	* 5TH PERIOD ELEC APPR	\$ 28.815	\$ 29.680	\$ 30.570	\$ 31.335
	* 4TH PERIOD ELEC APPR	\$ 27.950	\$ 28.790	\$ 29.655	\$ 30.395
	* 3RD PERIOD ELEC APPR	\$ 27.080	\$ 27.890	\$ 28.725	\$ 29.445
	* 2ND PERIOD ELEC APPR	\$ 26.210	\$ 26.995	\$ 27.805	\$ 28.500
	* 1ST PERIOD ELEC APPR	\$ 25.695	\$ 26.465	\$ 27.260	\$ 27.940
MAINTENANCE - DUAL TRADES	MILLWRIGHT / ELECTRICIAN	\$ 36.530	\$ 37.625	\$ 38.755	\$ 39.725
	MILL/ELEC ST-3	\$ 37.440	\$ 38.565	\$ 39.720	\$ 40.715
	MILL/ELEC ST-4	\$ 39.885	\$ 41.080	\$ 42.310	\$ 43.370
	ST LIC/ST-4/MULTI	\$ 41.990	\$ 43.250	\$ 44.550	\$ 45.665

**WEYERHAEUSER COMPANY
WOOD PRODUCTS DIVISION
RAYMOND LUMBER MILL**



Spencer Headley
Raymond Mill Manager

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AFL-CIO LOCAL LODGE
W-130 RAYMOND, WASHINGTON**



Jason Williams
W-130 Local Lodge President

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Friday, November 22, 2024 4:11:07 PM

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Username: D3DA10AD-6609-49D1-8596-F8CA800D771D
Numeric Response ID: 176416
Response GUID: D7560DFA-DD6B-44E6-A86E-42A9854D2248
Survey Start Date: Friday, 22 November 2024 16:00:40
Survey Completed Date: Friday, 22 November 2024 16:10:30

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

Check-Off Guide Dogs

Is this a ...

First Agreement

Master Agreement

Coordinated Bargaining Agreement

Aerospace (Related)

Health Care (Related)

Service Contract Act (Related)

Products Manufactured / Services

Lumber 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

1740, 51 Ellis St

City

Raymond

State / Province

WA

Zip Code

98577

Reported # of Barg Unit Employees at Site

175

Reported # of IAM Members in Unit at Site

175

Union Status

Dues Required / Agency Fee

Corporate Address (If different from Work Place Address)

200 Occidental Ave, Seattle, WA 98104

Parent Company Name

Not Answered

Ultimate Parent Company Name

Not Answered

NAIC **[FOR IAM S.R. USE ONLY]**

(To be completed by IAM S.R. Staff)

Not Answered

District Lodge

W24

Local Lodge

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.

\$29.08

Wage Memo

Not Answered

General Wage Increases and/or Lump Sum Payments

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

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

Is there a COLA Clause?

No

If yes, what is the formula?

Not Answered

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OCCUPATION DETAILS

Occupation(s)

Farming, Fishing & Forestry

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HEALTH CARE / BENEFITS DETAILS

Employee Premium Contribution

	Name	Date Rate Effective	Coverage Tier	Amount Type	Amount	Frequency	Memo
1	Health Plan	06/01/2022	Employee Only	Dollar (\$)	\$12.00	Bi-Weekly	
2	Health	06/01/2022	Employee + 1	Dollar (\$)	\$24.00	Bi-	

	Plan					Weekly
3	Health Plan	06/01/2022	Family	Dollar (\$)	\$32.00	Bi-Weekly
4						
5						
6						
7						
8						
9						
10						

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EMPLOYEE SAVINGS DETAILS

		Formula	Contribution Type
1	401(k) / Savings Plan for New Hires	5% of wage	Employer Contribution
2	401(K) / Savings Plan	Half of the first 5%	Employer Matching Contribution
3			

IAMAW SRF-5

PENSION DETAILS

Penson / Retirement

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

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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

Apprenticeship Program

Memo

Not Answered

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ADDITIONAL COMMENTS AND/OR DETAILS

Additional Comments and/or Details

Not Answered

IAMAW SRF-5

UPLOAD CONTRACT DOCUMENT

Please attached an electronic version of the Contract here.

RLM Agreement 2022-2026 with signatures 7-23 (1).pdf - 615 KB

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