

SPRINGFIELD OPERATIONS & TOPS

**WORKING
AGREEMENT**

between

WEYERHAEUSER COMPANY
Western Timberlands



Weyerhaeuser

and the

**WOODWORKERS LOCAL
LODGE W-246**

**International Association of Machinists and
Aerospace Workers**

Affiliated with American Federation of Labor



June 1, 2022 - May 31, 2026

INDEX
Agreement Between
WEYERHAEUSER COMPANY
Springfield, Oregon
and
IAM-AW, LODGE W-246

Title	Article	Page
Bereavement Leave	25	33
Call Time	9	10
Checkoff	17	25
Employee Responsibilities	24	33
Equal Employment	26	34
Fire Fighters	15	23
Health and Welfare Benefits	19	28
Hiring, Suspension and Discharge	4	4
Holidays	6	6
Hours of Labor	5	5
Jury Duty	23	32
Overtime	18	27
Sick Leave	7	9
Recognition	1	1
Reporting Pay	8	9
Retirement Plan	21	29
Retirement Savings	22	31
Revision and Termination	27	34
Safety	20	28
Seniority	12	11
Settlement of Disputes	3	2
Standing Committee	2	1
Strikes and Lockouts	11	10
Temporary Transfer	10	10
Union Security	16	24
Vacations	13	17
Wages	14	22

Title	Appendix	Page
Agreement on Alcohol and Drug Testing	A	36
Individual Reward Systems	B	41
Labor Relations Principles	C	41
Company Logging Operations	D	42
Seniority Practices – Woods Operation	E	46
Marshaling Points – Woods Operation	F	47
Team Concepts	G	47
Construction Department Agreement	H	48
Maintenance Provisions	I	49
Boot, Raingear and Prescription Safety Glass Allowances	J	50
Tool Replacement Policy	K	50
DOL Reporting Requirements	L	51
Rover/Lead Position	M	51
Maintenance Structure – Woods	N	51
Wage Table – Springfield Operations	O	54
TOPS Pay Systems	P	55
Wage Table – TOPS	Q	57

**WORKING AGREEMENT BETWEEN
LOCAL W-246, IAM-AW AND
WEYERHAEUSER COMPANY TIMBERLANDS
SPRINGFIELD OPERATIONS & TOPS**

THIS AGREEMENT, entered into originally on the 24th day of July 1950, and revised effective June 1, 2012, is made by and between Weyerhaeuser Company, Timberlands' Springfield Operations and TOPS, herein called the Company and International Association of Machinists and Aerospace Workers, Local Lodge W-246, affiliated with the A.F. of L.C.I.O., herein called the Union witnesseth:

ARTICLE 1 – RECOGNITION

The Company recognizes the Union as the sole collective bargaining agency for all employees including, without limitation, temporary and part-time employees who are employed in bargaining unit jobs in its Timberlands' Springfield Operations and TOPS, except clerical and office employees, guards and regular full-time supervisors. The Union agrees that it will not recognize any jurisdictional strike or picket line directly affecting the employees of the Company.

ARTICLE 2 – STANDING COMMITTEE

- A. The Company shall promptly appoint a Standing Committee of three individuals from each of the operations covered by this Agreement, any one or more of whom may represent the Company and who shall be and remain regularly employed at the operation covered by this Agreement. In the event of resignation, disability or death of any member of the Committee, his/her successor shall be promptly appointed by the Company.
- B. The Union shall elect from its local membership a Standing Committee of not more than five individuals from each of the operations covered by this Agreement. In order to be eligible for such membership on any such committee, the person must be and remain actively employed in the Company's plant or

operation. In the event of the resignation, disability, disqualification, or death of any member of the Committee, his/her successor shall be elected by the Union at its next regular meeting. During the interim, the remaining members shall have the power to act.

ARTICLE 3 – SETTLEMENT OF DISPUTES

- A. The grievance and arbitration procedures provided for herein shall constitute the sole and exclusive method of adjusting all complaints or disputes which the Union or employees may have concerning the interpretation or application of this Agreement. A party who has filed a grievance may withdraw it without prejudice at any stage of the grievance procedure prior to commencement of a hearing before an arbitrator.
- B. It is the intent of this grievance procedure to settle all disputes or complaints at the point of origin. In the event that such complaint or dispute arises during the life of this Agreement, it shall be handled in the following manner:

Step 1: The employee (with his/her shop steward) shall present the grievance to his/her immediate supervisor within five (5) days of the date and time of the occurrence of the event giving rise to the grievance, or five (5) days from the date and time such event should have been known, or it shall be deemed waived. If the issue is not resolved five (5) days after the grievance is so presented, it shall be reduced to writing and signed by the employee(s) and the supervisor; then;

Step 2: Such written grievance shall be presented to the appropriate manager within five (5) days of the date when reduced to writing and signed by the parties and will be taken up by the Standing Committee at its next regular meeting. If the Standing Committee is unable to resolve the grievance, then;

Step 3: The Standing 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 Standing Committee desires to pursue the matter further, it may refer the grievance to arbitration as provided for below. If such grievance is not referred to arbitration within ten (10) days of the written answer provided for in Step 3, the grievance shall be considered settled on the basis of the final decision rendered to the aggrieved party.
- D. All time limits referred to in this Article are in calendar days and must be strictly adhered to, but may be waived by mutual agreement in writing. It is the intent of the parties that all procedures set forth herein shall be complied with as expeditiously as practicable.
- E. There shall be a permanent panel of seven (7) arbitrators pre-selected and agreed upon by the Union and the Employer who shall constitute the permanent panel who shall hear and decide all disputes arising under this Agreement. Arbitration shall be conducted by a single arbitrator selected by mutual agreement or in rotation from said panel.
- F. The functions of the arbitrator shall be to interpret and apply the Agreement, and he/she shall have no power to add to or subtract from or modify any terms of the Agreement, nor to establish or change any 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 the award to writing within thirty (30) days after the close of the hearing and shall state the reasons for reaching that award.
- I. In all matters submitted to arbitration, each party to said arbitration shall bear the entire cost and expense of its own witnesses and representatives. The expenses of the arbitrator and all other expenses of the arbitration other than those incurred by each party in the presentation of its own case shall be borne equally by the parties involved.
- J. Failure by either party to process or initiate a grievance according to the time limits herein provided, including mutually agreed-to extension periods, shall be deemed to constitute a grievance waiver by the Union or an automatic granting of the grievance by the Employer. Such waiver by the Union, or granting by the Employer, shall not constitute a binding precedent upon the parties in the event of a recurrence of a similar situation.
- K. While any grievance or complaint other than suspension or discharge is being considered under the grievance procedure herein provided for, the employee or employees involved shall continue to work under the conditions that existed at the time of the event giving rise to the grievance. In all such cases, other than suspension or discharge, the employee or employees involved shall continue to have all the rights and privileges provided for by this Agreement. Any suspension or discharge shall automatically go to Step 2 of this procedure.

ARTICLE 4 – 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 considered to be at the step in the progressive disciplinary process consistent with the action taken.
- D. The affected employee and the Union will be provided a copy of any statement considered to be part of such employee's disciplinary record.
- E. An employee will be considered on disciplinary probation for a period of twenty-four (24) months (active employment) 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 twelve (12)-month periods (active employment) without discipline will result in another reduced step in the disciplinary process, and so on to allow employees the opportunity to ultimately clean up their record for progression purposes. The discipline will remain in the employees' file, but only for historical purposes.

ARTICLE 5 – HOURS OF LABOR

- A. The standard work schedule shall consist of five (5) eight (8) - hour days commencing on Monday and ending on Friday. The work week shall commence on Monday and end on Sunday, except in cases of employees on non-standard shifts whose work week may commence and end on other days of the week as determined under paragraph B.2. below.
- B. The Company shall have the right, where appropriate and not already provided for:

1. To adjust the hours of labor, including lunch periods, of crews and/or individuals plus or minus one hour from established shift schedules in order to meet production needs, upon seven (7) days advance notice to affected employees;
 2. To adopt cost savings shift configurations such as ten (10) and/or twelve (12) hour scheduled shifts, within the general scope and framework of agreements which currently provide for them.
 3. If a mechanical or operational breakdown occurs, the Company shall have the right to adjust lunch periods of crews or individuals plus or minus one (1) hour from established schedules to accommodate repairs.
- C. For those schedules other than eight (8) hours, holiday pay shall be the daily schedule of hours times the straight-time rate for holidays falling on an employee's scheduled work day and shall be eight (8) hours or the regularly scheduled daily hours, whichever is less, for holidays falling on non-scheduled days.

ARTICLE 6 – HOLIDAYS

- A. The following shall be recognized as paid holidays for qualified employees: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, December 24, Christmas Day, December 31, and New Year's Day. If a holiday falls on Sunday, the following Monday shall be recognized as the holiday.
1. Two (2) additional holidays shall be granted. The two (2) floating holidays will be applied as follows:
 - a. One (1) 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.

- b. One will be an individual floating holiday. It shall be the employee's responsibility to give the supervisor adequate advance notice. Employees must receive approval prior to taking the requested floating holiday. Management will approve floating holiday requests subject to operational needs.
 2. When a paid holiday as defined above falls within a week that the Company has designated for vacation, employees will be permitted to take a day off during a one hundred twenty (120)-day period after the holiday. Pay for the holiday will be as is currently provided and the day off will be without pay. Scheduling the day off will be by mutual agreement so as not to disrupt operations.
 3. Computation of holiday pay – Holiday pay shall be for scheduled hours for regular workdays and eight (8) hours for non-scheduled days (including any applicable shift differential).
 4. Qualified 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.
 5. Qualified employees working on a paid holiday shall be paid an additional one and one-half times the employee's regular rate of pay for the hours worked on the shift designated as the holiday shift. An employee who has not qualified for a paid holiday shall be paid one and one-half times his regular rate of pay for hours worked on the shift designated as the holiday shift.
 6. Paid holidays recognized by this Agreement shall be observed on the days established by Congress for Federal employees.
- 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 OFLA, OR Sick Leave, etc.) when taken the day before or after the holiday shall not be considered a regularly scheduled day, for holiday pay qualification. The second and third qualification shall not be required in the following instances:

1. Where an employee is absent because of an occupational or non-occupational injury or illness and produces written evidence of such injury or illness, he/she shall be qualified for holiday pay for the paid holidays which occur during the first thirty (30) calendar days following the commencement of the injury or illness resulting in such absence.
2. Where an employee is laid off for lack of work, he/she shall receive pay for holidays which occur during the first thirty (30) days of such layoff and where the employee is laid off due to weather conditions he/she shall receive pay for holidays which occur during the first one hundred twenty (120) days of such layoff.
3. In cases of authorized leave of absence, such leave of absence shall include temporary Armed Forces or National Guard service, Union business, and leave for compelling reasons beyond the control of the employee. Leave of absence must be obtained in advance of the absence except in cases of emergency. Verbal leave of absence may be given in cases of emergency. A verbal leave of absence may be given for up to three (3) days by the supervisor. A leave of absence for more than three (3) days must be in writing, signed by the employer and for paid holiday's purposes, may not be for more than thirty (30) days. An employee must return to work immediately following such leave of absence.
4. Holiday pay payable to any employee under B1, 2, or 3 above, shall be paid to the employee on the regular payday

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

5. 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.
- C. There shall be no discrimination against any employee who does not wish to work overtime or on holidays. If any employee whose regularly scheduled work week includes Sunday or a holiday does not desire to work such a day, he/she must give the Company sufficient notice to permit the Company to secure a satisfactory replacement.

ARTICLE 7 – SICK LEAVE

To the extent that is allowed by state law, the Company will “cash out” all accrued but unused sick time.

Hours that are “cashed out” will be paid at the individual employee’s regular hourly base rate, plus any applicable shift differential in effect on the entitlement date. These “cash out” payments will generally be made in the pay period encompassing the employee’s entitlement date.

ARTICLE 8 – REPORTING PAY

- A. No time lost during any working day shall be deducted from the employees' wages if the employees are retained on the job. Employees called to their jobs, but not put to work, through no fault of their own, shall receive two (2) hours pay unless notified prior to reporting that their services are not required.
- B. This rule shall not apply if the plant operation in which the employee works is shut down by a breakdown or if the failure to put such employee to work is caused by something which the Company could not reasonably foresee in time to give such notice.

- C. Report pay shall be paid when logging employees travel in Company-owned equipment beyond designated marshaling points.
- D. The Company shall not take advantage of the two (2) hour minimum pay clause to work employees two (2) hours only and then dismiss them.

ARTICLE 9 – 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 (3) three hours at their regular straight time rate, or pay for the hours actually worked, whichever is greater.

ARTICLE 10 – TEMPORARY TRANSFER

If work of a higher paid classification is temporarily required of any employee, he/she shall receive the wage rate of the position to which he/she has been assigned and for as long a time as he/she occupies that position. No employee shall be subject to censure when assigned to a higher classification for which he/she has not been properly trained. If any employee is temporarily shifted to any position paying a lower wage than he/she has been receiving, no reduction in wage shall be made, but in case the employee's services are no longer required in his/her class of employment, the Company, may with the employee's consent instead of laying him/her off, transfer him/her to any position vacant and fix the wage according to the position.

ARTICLE 11 – STRIKES AND LOCKOUTS

- A. 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.
- B. The Union agrees that it will not recognize any jurisdictional strike or picket line.
- C. At no time shall union employees be required to act as strike

breakers, or to 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.

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

ARTICLE 12 – SENIORITY

- A. The parties recognize the principles of seniority and competency for employees of over six hundred twenty (620) hours standing. After the employee has completed the six hundred twenty (620) hour trial period, his/her seniority will date back to the date of hiring.
- B. In making job changes due to promotions and layoffs, the most senior competent employee shall be awarded the job. Senior employees not selected due to competency may contest the decision through the grievance procedure. Whether a trial period is required in order to evaluate the competency of an applicant shall be at the discretion of the Company.
- 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/she has been provisionally promoted, he/she shall revert to his/her former position without prejudice and without any loss of seniority rights.
- D.
 - 1. Except for the purpose of promotion, seniority in the basic wage classification is plantwide. There will be no bumping in this classification other than through curtailment. The seniority and competency of any employee in the basic wage classification shall give him/her preference to any job that is vacant in any department.
 - 2. Nothing in this clause shall infringe upon the Company's right to temporarily transfer employees within the basic

wage classification between or within departments.

- E. Seniority in skilled job wage classifications applies in the department in which the individual is regularly employed.
- F. In the slack work periods or for other reasons, employees who are reduced in their job wage classification can go down only through the same job wage classifications from which they progressed. In going down, the employee will use all of his/her seniority established in the lower job, plus all the seniority he/she had accumulated on the upper job classification. In the event the employee declines transfer and takes layoff, the Company shall not be obligated to recall such employee until work again becomes available in such employee's permanent classification. If the former position is renewed, the employee shall be given first opportunity to be returned to it.
- G. Employees who are reduced in job wage classifications and have no seniority in any intervening job wage classifications go from their present jobs to the basic wage classification.
- H.
 - 1. In transferring from one department to another, an employee will carry with him/her only the plant seniority he/she has accumulated. He/she will have sixty (60) days to determine if he/she wishes to remain at the new position and likewise the Company shall determine within this sixty (60) day period if he/she is suited for the job. After the sixty (60) day period has elapsed the employee cannot bump back except as outlined in Section F.
 - 2. Employees transferred temporarily between departments or within departments by the Company or by joint Plant Committee action for the convenience or benefit of the Company or the employees, retain their seniority in the same manner as if they had not been transferred. The Union shall be notified in writing of any temporary transfer lasting more than fifteen (15) days.
- I. Seniority rights may be exercised when practicable between day and night shifts in cases of permanent changes when day or

night positions become available.

- J. An employee is entitled to waive a promotion without loss of seniority. However, he/she is not entitled to reconsider and claim the promotion as long as the particular employee who accepted the promotion at the time he/she waived it is still on the job. Further, he/she may not claim a still higher-rated job if the promotion waived was a necessary step in training for the still higher-rated job.
- K. An individual working in a job above the basic wage classification cannot pick out and bump into a specific post or machine within the same classification unless the specific post becomes open. No transfer shall take place until a permanent replacement can be made available, but every effort shall be made to obtain a replacement.
- L.
 - 1. Leaves of absence extending over a period of more than one week must be given in writing with a copy to the Union, and in no case be issued for more than three months; provided, however, that they may be extended upon agreement between the Company and the Union. This will in no way mean that employees can be absent themselves from their jobs during this one-week period without justifiable reasons.
 - 2. Any employee severing employment of his/her own accord or if he/she is discharged for cause shall lose all seniority. This shall not apply when employees secure written leave of absence and return to the employ of the Company within the period of time covered by the leave of absence. Leave of absence, injury, or illness shall not be cause for loss of seniority, and the Company may require evidence of illness or injury.
- M.
 - 1. Any employee who transferred to a supervisory or clerical position within Weyerhaeuser is considered as being on an indefinite leave of absence for one year. Any such employee retains seniority rights to the job classification he/she left, subject to all other provisions of this article.

2. 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.
 3. All such leaves shall be granted in writing by the Company and a copy of the letter granting such leaves filed with the Local Union and the Company.
- N. Any employee conscripted or inducted into military or naval service of the United States of America shall retain seniority rights in conformity with the Federal Law.
- O. Seniority dates from the last permanent employment of the individual.
- P. The Company shall furnish to the Union a complete up-to-date seniority and job file whenever it is requested by the Union.
- Q. The Company has certain obligations to furnish employment for the purpose of giving training and knowledge of its operations to future managers. The Company may designate, subject to the approval of the Union, certain jobs to be used for this purpose. Such jobs shall not exceed three (3) in number and shall not be in the skilled brackets. All student employees shall be considered temporary employees and will not at any time interfere with seniority or retention of jobs or promotion of any regular employee.
- R. 1. In case of layoff, employees who have served their forty-five (45) day trial period shall retain seniority in the following manner: Seniority and the employment relationship shall be broken and terminated if an employee is laid off for a period of twenty-four (24) months.

Employees will be responsible to keep the Company updated of their current contact information.

2. When the Company notifies an employee on layoff by registered mail to his/her last known address, with return receipt requested, that employment is available in his/her classification, employee so notified shall have five (5) calendar days to reclaim such job and seven (7) calendar days in which to report for work from the time a registered letter is deposited in the U.S. Mail, unless within the above time period the employee notifies the Company of extenuating circumstances. When such extenuating circumstances are sufficient, an extension of time will be granted, but not to exceed an additional seven (7) calendar days. If, when so notified, an employee rejects the offer or fails to respond in writing in accordance with the procedure outlined above, the Company is relieved of further obligations to rehire him/her. Acceptance or failure to accept employment in other than the employee's former classification shall not affect the employee's re-employment status with respect to his/her former classification.

S. 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.

T. Job Posting:

1. A job posting system is established which provides a procedure whereby employees may bid on permanent job openings.
2.
 - a. Specific jobs will be identified for the exclusive use of return to work from industrial injury and will be exempt from the bid procedure. These jobs will be assigned to injured employees for short-term recuperation prior to returning to their regular classification.
 - b. Identified jobs will be incorporated into this system as openings occur.
 - c. Employees having curtailment rights to any of the identified jobs shall have the right to claim said jobs during a curtailment if their seniority will not permit them to claim any other job on the plant site.
 - d. Assignments of injured workers to jobs under this Article will be limited to six (6) weeks unless competent medical authority deems continuance appropriate for continued recuperation. Such continuance shall not exceed eighteen (18) weeks (total of twenty-four (24) weeks).
 - e. Employees assigned to jobs under this article shall not gain classification seniority in such jobs.
3. The senior qualified bidder must accept assignment to the job bid upon, subject to Paragraph T.4. below.
4. A successful job bid shall receive up to a two hundred forty (240) hour trial period in order to become qualified. Those employees will not be disqualified arbitrarily or capriciously and those disqualified prior to their two hundred forty (240) hour trial period is completed may contest the decision through the grievance procedure. If employee elects to return to his/her former classification he/she shall not be allowed an additional bid. An employee

returned to his/her former classification by the Company for reasons of disqualification or curtailment will be allowed an additional bid.

5. An employee may only have three (3) successful bids per contract year.
6. Any job bid not actually filled within thirty (30) days will be voided.
7. To fill the Rover position, the company will post an interest bid. However, the Company will have full discretion to fill the vacancy through assignment.

ARTICLE 13 –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 6. a. and b. above.
- a. For those not electing lump sum payout of their vacation pay in June each year (as set forth in G below), the vacation pay for DATV will be paid in the pay period in which each vacation day is taken.

C. Vacation Benefits for Employees on the Payroll May 31

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

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

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

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

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

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

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

1. Absence due to active duty in the United States Armed Forces (during periods when there is compulsory military service); or,

2. Absence due to compensable industrial illness or injury which occurred in the course of employment with the employer.

F. Vacation Rate of Pay

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

1. For terminating employees, that portion of vacation benefit earned under Section D. above (for vacation pay based upon compensable hours accumulated during the same vacation base year in which the employee terminates) – the hourly employee's regular job classification straight time rate in effect on the date of termination.
2. All vacation rates of pay shall include any applicable shift differential for employees regularly assigned to a swing or graveyard shift.

G. Time and Method of Vacation Payment

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

H. Vacation Scheduling

In scheduling vacation periods, the following provisions shall apply:

1. The Company may elect to close down the entire operation; or stagger closures by departments or shifts; or classify a week(s) as a Day-at-a-Time option (for the first, and third vacation weeks); stagger vacation periods individually (all five vacation weeks); or any combination thereof, and must

notify the employees and the Local Union of the choice by April 1, and on request, discuss the method with the Local Union by or before June 1. Should the Company elect to close all or any part of an operation, such election must be communicated to the Union and affected employees not less than thirty (30) days prior to such closure.

2. If the Company elects to close the operation for the first and/or third weeks, such closure may be scheduled at any time during the vacation base year.
3. If the Company elects to stagger vacation periods individually, the employees will be given preference by seniority, insofar as is practical with the operating needs of the operation, on requests submitted in writing prior to April 1 for all vacation weeks. Requests for Day-at-a-Time vacation days will be considered on a first come, first served basis.
4. Each employee must take vacation time off for the first and second weeks, and for the third week if a close down is elected by the Company.
5. When the Company elects to stagger the third vacation week, affected employees may elect to take pay in lieu of time off. Qualifying employees may elect pay in lieu of the fourth and fifth weeks in any event.
6. When a paid holiday falls within a vacation period, no extra day of vacation will be taken, but no reduction in vacation pay shall be made because of holiday pay.
7. In cases of breakdown or other emergency, the notices referred to above may be shortened by agreement between the Local Union and the Company.
8. Vacation requests must be approved by the Company.

I. No Duplication of Benefits

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

ARTICLE 14 – WAGES

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

1. June 1, 2022, a five and a half percent (5.5%) per hour general wage increase shall be applied to all job classifications, to be implemented Monday, June 1, 2022.
2. June 1, 2023, a three percent (3%) per hour general wage increase shall be applied to all job classifications, to be implemented on Monday, May 29, 2023.
3. June 1, 2024, a three percent (3%) per hour general wage increase shall be applied to all job classifications, to be implemented on Monday, June 3, 2024.
4. June 1, 2025, a two and a half percent (2.5%) per hour general wage increase shall be applied to all job classifications, to be implemented Monday, June 2, 2025.

B. Final Pay

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

C. Wage Closure

- a. Subjects related to wage adjustments shall be closed until June 1, 2026, except that such closure will not bar negotiations on rates of pay for newly established classifications, or in regard to classifications wherein there has been a substantial change in the job content.
- 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 wage rate shall be limited to choosing between the alternative proposals submitted by the parties in consideration of the evidence presented; he/she shall have no authority to modify either of these proposals nor establish any rate not proposed to him/her. In the event the arbitrator finds that a rate adjustment is warranted, it shall be retroactive to the date the contested rate was established.

- D. The Company shall immediately mail to the Union a list of existing wage scales for all job classifications in its operations. These lists shall be kept up to date.
- E. 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. Rates of pay shall be adjusted to the nearest cent or one-half cent.
- F. The shift differential for swing or second shift shall be one dollar (\$1.00) per hour and for graveyard or third shift shall be one dollar (\$1.0) per hour.
- G. There shall be no less than two (2) regular pay days each month.
- H. An itemized accounting of hours worked, wages earned, and deductions shall be issued monthly to each employee.
- I. 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 15 – FIRE FIGHTERS

Emergency firefighting is separate from the other considerations in this Agreement, and the regular rate for each employee on Company operation fires shall be paid at straight time.

ARTICLE 16 – 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 the right shall continue to pay to the Union the amount of money equivalent to monthly dues specified in A.2 above.
- D. All such regular monthly membership dues or equivalent charges may be deducted as provided in the Check-Off Article of this Agreement.
- E. The Company will discharge any employee who fails to pay or tender to the Union his/her regular monthly membership dues in the case of members of the Union, or an amount of money

equivalent thereto in the case of non-members.

- F. The Union's request for discharge of any employee delinquent in payment of his/her regular monthly membership dues or an amount of money equivalent thereto, shall be made in writing, giving at least one week's notice to the employee and to the Company. Each such employee shall have at least one week from receipt of notice to:
 - 1. Appeal to the Union's statement, or
 - 2. Pay his/her regular monthly membership dues or such equivalent amount of money.
- G. The Company will furnish to the Union on the first and fifteenth of each month a list of all new employees, and on the first of each month a list of those employees whose employment has been terminated.
- H. This Article shall be applicable thirty-one (31) days after the effective date of the foregoing provisions for present employees who are not members of the Union and thirty-one (31) days after the date of hire of and for all employees after the effective date of said provisions.

ARTICLE 17 – 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 authorization shall be on a form to be furnished by the Company and approved by the Union and shall continue in effect during the term of this Agreement unless revoked by the employee by a written notice delivered to the Company between January 15th and January 31st of any year. The Local Union shall notify the Company of

any changes in its initiation fees or 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 equivalent thereof as subsequently certified from time to time to the Company by the Local Union President and Secretary/Treasurer. Deductions of the foregoing are to be made from my first pay of the month.

This authorization shall be operative as of 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 15th and January 31st of any year.

Date _____

Signature of Employee _____

Social Security No. _____

- C. The Company will notify promptly the appropriate Local Union of the names of all employees from whom it receives a 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 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 amount actually deducted by its conforming to the authorizations received by it. The Company's obligation to remit such amount to the Union shall be fully discharged by payment to the person so designated, until such designation is revoked in writing.

ARTICLE 18 – OVERTIME

- A. There shall be no discrimination against any employee who declines to work overtime or on holidays.
- B. The 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 of grievance settlement unrelated to the working of such overtime.
- C. Overtime will not be scheduled by the Company in order to obtain a bargaining objective unrelated to the working of such overtime.
- D. Days worked outside the normal work schedule, as well as hours worked on Sunday as such, shall qualify for overtime payment only after the employee has worked forty (40) hours in his/her scheduled work week, unless the failure to work such hours was due solely to the curtailment of the employee's regular schedule. Daily overtime hours worked and vacation/holiday/jury duty and funeral leave hours paid, as well as hours lost from the shift due to joint meetings for which either the Company or Union pays, will count toward fulfillment of this requirement.
- E. Daily overtime will be paid only after an employee has

completed his/her regular shift schedule.

- F. The right to refuse calendar Sunday work will not apply when calendar Sunday is a regular workday in an employee's regular work schedule.

ARTICLE 19 – HEALTH AND WELFARE BENEFITS

- A. Effective January 1, 2020, the employees will be eligible for the Company's Health and Benefit Plan.
1. The employees are subject to plan description and changes as they occur.
 2. Employees who enroll in the Company Plan will have the opportunity to establish a Health Savings Account (if eligible under IRS rules for such participation).
 3. Effective June 1, 2023, employees will contribute the following amounts towards insurance premiums twice monthly (on 24 paychecks annually).

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

4. Company annual contributions (prorated) into eligible employees' Health Savings Account (HSA):
\$300 – Individual
\$600 – Family (employee +1)

ARTICLE 20 – SAFETY

The Union and the Company recognize the desirability of reducing injuries to a minimum. To this end it is the policy of the Company to establish sound rules and safe working conditions for its employees during the hours of their employment. To aid in this purpose there shall be a Standing Safety Committee at each operation consisting of three (3) members appointed by the

Company and three (3) members elected by the Union. In addition there shall be one Safety Committee member selected by the Company and one by the Union from each department, all of whom shall be regular employees of the Company, whose duties shall be to make monthly inspections of the department with the Safety representative, as well as investigations of the causes of accidents occurring in the department, and report any unsafe condition to the Standing Safety Committee for correction. Department inspections shall be conducted wherever possible, when the department is in operation. Time spent in safety inspections by Union Committee members shall be paid for by the Company at straight or overtime rates, whichever is applicable.

ARTICLE 21 – RETIREMENT PLAN

- A. Effective June 1, 2004, the Company amended its existing Retirement Plan covering hourly rated employees (including those paid on a wage incentive basis) represented by the Union.
 - 1. The amended Retirement Plan is subject to the terms and conditions hereafter set forth in this Article. 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 Defined Benefit Plan to \$53.50/month per year of service.
 - b. Current participants in the Defined Benefit Pension Plan will continue to accrue years of service.
 - 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 sixty (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.
- B. No differences with respect to the Retirement Plan which arise between the retirement Committee or the Company and any employee who shall be a participant in the Plan shall be taken as a grievance under the grievance procedures established under this Working Agreement.
- C. If, after exhausting the initial claim and review procedures as outlined in the Retirement Plan Text there still exists a difference between the Company and any employee represented by the Union involving, for purposes of the Retirement Plan, (1) the employee's (or his/her beneficiary's) eligibility for a benefit, (2) The amount of any benefit payable on behalf of an employee, or (3) the duration of any benefit payable on behalf of an employee then, in such case, the remainder of this paragraph shall apply. The matter in dispute shall be referred to a representative of the Company and a representative appointed by the Woodworkers District Lodge W-243, International Association of Machinists and Aerospace Workers, and if such representatives shall be unable to agree upon findings of fact with respect to the matter in dispute, the dispute shall be referred to an impartial third person, who after affording each of the representatives an opportunity to present their respective views to him/her as to such matter, shall make findings as to such fact. The findings of the representatives or of the impartial third person shall be binding and conclusive on the Company, the employee, and the Union. Such third person shall be selected by the Company and the Woodworkers District Lodge W-246, International Association of Machinists and Aerospace Workers or if they are unable to agree, by the American Arbitration Association. The two representatives or

the impartial third person so appointed shall have the authority to make findings of fact with respect to the matter in dispute, but no authority to change, enlarge, or interpret any of the provisions of the Retirement Plan. The compensation and expenses of the Company representative and the Woodworkers District Lodge W-246, International Association of Machinists and Aerospace Workers representatives shall be paid by the Company and the Woodworkers District Lodge W-246, International Association of Machinists and Aerospace Workers respectively. The compensation and expenses of any third person appointed hereunder shall be paid one-half by the Company and one-half by the Woodworkers District Lodge W-246, International Association of Machinists and Aerospace Workers.

ARTICLE 22 – RETIREMENT SAVINGS

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 employees who are hired to work at least twenty-five (25) hours per week.
- B. Employee Contributions: Employees may contribute a maximum of 75% of eligible pay up to the amounts allowed by Federal law of straight-time pre-tax earnings.
- C. Company Matching Contribution: The Company will add fifty cents (\$0.50) for each one dollar (\$1.00) that employees contribute out of the first 5% of their pay deferred. Company match is initially invested in the same funds that the employee elects for their contributions.
- D. Vesting: Employee contributions are 100% vested. The Company's contributions shall be based on the following vesting schedule, based on the employee's years of service.

Years of Service	Vesting
0-2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

- E. Investment funds: Employees will have a choice of investment options.
- F. A detailed plan summary will be furnished to union negotiating committees.
- G. 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.

ARTICLE 23 – JURY DUTY

- A. Any regular employee who is required to perform jury duty, including Grand Jury duty, will be entitled to reimbursement at the straight time hourly rate of his regular job, including shift differential if assigned to swing or graveyard shift, for the hours necessarily lost as a result of serving on the jury; provided, however, that such reimbursement should not exceed the time lost from the Employee's regular schedule. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury duty.
- B. Day shift employees will be required to report for work if their jury service ends on any day in time to permit at least four (4) hours work in the balance of their regular shift. Other shift employees will not be required to report for work on any day they have performed jury service for more than one-half day. Woods crew employees will receive jury duty pay for any day served in whole or in part. Night shift employees have the option to take jury duty leave on the day prior to the service.

- C. Hours paid for jury duty will be counted as hours worked for the purposes of computing vacation pay, health and welfare and pension contributions and overtime.
- D. The above provisions apply to employees on days they are required to report for jury duty, even though not selected to serve as jury members.

ARTICLE 24 – EMPLOYEE RESPONSIBILITIES

Production and maintenance employees will cooperate to the best of their abilities in the performance of all production and maintenance tasks to assure continuity and efficiency of operations.

ARTICLE 25 – 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 purposes of bereavement. Said employee will be compensated at his or her regular straight time hourly rate for hours lost from their regular schedule for up to three (3) days subject to the following limitations:
 - 1. Such paid time off must be taken within thirty (30) days following the date of death.
 - 2. Members of an employee's immediate family are limited to the employee's spouse, domestic partner, sons, daughters, mother, father, brothers, sisters, stepparents, stepchildren, grandfather, grandmother, 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 bereavement may be required. Bereavement 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 of eligibility.

ARTICLE 26 – EQUAL EMPLOYMENT

It is the policy, intent, and purpose of both the Company and the Union not to discriminate against any person with regard to employment or Union membership due to his or her gender, race, color, religion, national origin, age, physical or mental disability, sexual orientation, gender identity/expression, genetic information, veteran or active military status, marital status, or any other characteristic protected by local, state, or federal law and/or Company policies, the latter of which may be occasionally updated and amended by the Company. 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 27 – REVISION AND TERMINATION

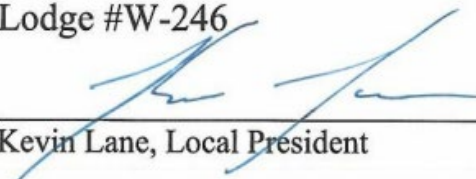
- A. This Agreement shall remain in full force and effect until June 1, 2026. This Agreement may be opened for revision or amendment on June 1, 2026, or on any succeeding June 1, thereafter in the manner set forth in this Article.
- B. Unless either party notifies the other of a desire to terminate or change the terms of this agreement and presents desired revisions not less than sixty (60) days prior to June 1, 2026, this Agreement will automatically continue in effect for the succeeding twelve (12) month period.
- C. If the Agreement is opened by either party for revision or for termination, both parties agree to meet in negotiations within fifteen (15) days for the purposes 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. All opening provisions of the Agreement are hereby waived by each of the parties until June 1, 2026, and neither party shall otherwise have the right to open this Agreement for the

Purpose of amending or adding to the terms hereof.

- F. 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.
- G. All issues upon which authority to negotiate was delegated by locals to the Woodworkers District 1 of the IAM-AW and the CIC or their designated representatives, not covered herein, are withdrawn and closed for the term of this Agreement.
- H. Other issues opened either by the locals or the Company not included in this Settlement Agreement or incorporated by reference are withdrawn for the term of this Agreement if unresolved at the time that this Settlement Agreement is ratified, and the Union serves notice of such ratification.
- I. All articles not specifically amended by the Agreement shall remain as written.

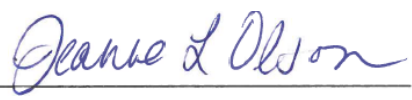
**INTERNATIONAL ASSOCIATION OF MACHINIST
WOODWORKERS**

Lodge #W-246



Kevin Lane, Local President

**WEYERHAEUSER COMPANY
WESTERN TIMBERLANDS**



Jeanne Olson, Area Manager



Brett Powell, TOPS Yard

APPENDIX A

Agreement on Alcohol and Drug Testing

INTRODUCTION

This Agreement deals with the testing component of the Company's Alcohol/Drug Policy. Alcoholism and substance abuse are diseases which are treatable and will be given the same consideration as any other illnesses, with the initial emphasis on test results leading to rehabilitation not termination of the employee.

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 levels 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.

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 Human Resources Manager.
 4. Weekly accident and sickness benefits are covered under the provision 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 and the results of treatment and counseling shall be kept strictly confidential.

III. Testing Policy

- A. 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 Appendix in lieu of discharge in the event of a positive test result.
- B. 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.
- C. 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 forego the test if the employee voluntarily consents to obtaining assistance through the Employee Assistance Program and immediately enters into a written referral agreement.
- D. 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.

- E. Employee representatives and/or the employee will have the opportunity to review the testing procedures.
- F. All samples which test positive will be confirmed using a gas chromatography/mass spectrometry test or a superior or equally reliable test if same become reasonably available.
- G. The employee, at his/her expense, will have the opportunity to have a reputable testing facility test the same sample submitted to the original test facility. Accepted chain of custody procedures must be followed and the test facility must meet all standards set by Federal Health Agencies for laboratory performance using certified Medical Technologists and Technicians. An employee may request the independent test by notifying the Human Resources 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.
- H. 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.
- I. 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.
- J. Provide for the use of a Rapid Results drug testing process. Such a process shall be done by third party providers and shall not replace the process used for positive tests.

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 giving consideration to the individual's circumstances. The disciplinary action for a violation of the agreement on alcohol and drug testing will be abated for an employee who satisfactorily completes the treatment program prescribed by the EAP counselor and who meets the terms and conditions of the referral agreement. Referral agreement terms and conditions will only be related to the agreement on alcohol and drug testing and will not be used for discipline outside of that agreement.
- C. An employee who fails to cooperate, abandons, or does not complete the treatment program prescribed by the EAP counseling or who fails to live up to the terms and conditions of the referral agreement will receive the previously withheld discipline. However, before the disciplinary action is imposed, the employer and the Union representative will attempt to counsel the employee into completing the treatment program.
- D. Whether an employee volunteers to participate in the EAP or is required to participate as a condition of continued employment, that employee shall continue to be subject to the same rules, working conditions and disciplinary procedures in effect for other employees, i.e., employees cannot escape discipline for future infractions by being enrolled in the EAP. Employees will NOT be allowed to elect rehabilitation in lieu of discipline for violations of this drug or alcohol policy more than one time.
- E. Employees who test positive will be evaluated by certified addiction counselors, so certified by the appropriate certification board of either Washington or Oregon.

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.

VI. Duration

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

APPENDIX B

Individual Reward Systems

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.

APPENDIX C

Labor Relations Principles

The Memorandum of Agreement attached to this Settlement Agreement is a commitment by the parties to resolve issues concerning Company Logging operations and sets forth a process agreed to by the parties herein. The following Memorandum is part of this Settlement Agreement.

Weyerhaeuser Company and Woodworkers District Lodge W-246, International Association of Machinists and Aerospace Workers on behalf of its Local Lodges hereby agrees to jointly work to identify the competitiveness of Company logging operations and to develop and implement plans by mutual agreement to ensure competitiveness of Company logging over the term of the collective bargaining agreement. The parties' objective is to find innovative ways to bring Company logging to agree upon cost levels and improve conditions for stable employment with the Company. This process will be guided by the parties' agreed to set of Labor Relations Principles:

A. Labor Relations Principles

1. We share the vision of a profitable and competitive business enterprise that services the interest and needs of all stakeholders.

2. We will interact with each other and build relationships based upon trust, honesty, openness, and mutual respect.
 3. We will cooperate and emphasize problem solving in addressing areas of mutual interest and concern.
 4. We accept the principle of continuous improvement through employee involvement and empowerment as the means by which we will achieve our shared vision.
 5. Management acknowledges and respects the role of the Union in representing the interest of employees who have chosen it as their bargaining representative.
- B. We will use the total cost statement approach to define and identify competitiveness.
- C. The parties agree to use a combination of area and functions teams to jointly analyze data and make recommendations resulting in achieving competitiveness. Specific details regarding the scope, composition, time frames and competitiveness objectives of these teams will be determined through joint problem-solving discussions. Joint sponsor reviews will be periodically scheduled to ensure progress, provide guidance and make decisions as appropriate.
- D. The parties agree to commit the time and resources necessary to achieve the objectives within the parameters established by the joint sponsors. It is also the parties' intent to implement improvements on a continuous basis.

APPENDIX D

Company Logging Operations

The parties agree that it is in the best interest of the Company, its employees, and the Union to have delivered log costs that are competitive, and that competitiveness can best be achieved while maintaining a safe workplace, optimizing the raw material base, and minimizing loss through breakage, Weyerhaeuser Company Western Timberlands, Springfield Operation, and IAM-AW (Lodge W-246), agree to the following Work and Pay systems

which shall become a part of the Working Agreement and shall supersede all previous yarding and loading, and construction agreements, including the "Competitive Logging Program," and practices inconsistent with this addendum.

Part I. YARDING AND LOADING

A. Performance Standards

The Company and the Union mutually recognize that each employee will be expected to maintain an acceptable level of productivity.

B. Quality

The Company and the Union mutually agree that maintenance of quality is absolutely essential to the success of Company logging. Accordingly:

1. Settings will be bucked, yarded, sorted and loaded to standards and prescriptions established by the Company.
2. Quality will be audited and documented against the prescribed standards and prescriptions.
3. Problems identified, if any, will be communicated immediately.
4. Failure to correct problems may result in disciplinary action.

C. Work Assignments

In order to give crews the greatest flexibility in performing their work, each crew member shall have the responsibility and the right to perform all tasks necessary to accomplish crew goals in a safe, reasonable manner.

Part II. GENERAL

A. Safety and Fire Regulations

1. The Company shall remain responsible for providing effective safety and fire prevention programs and shall be

responsible for taking appropriate actions to enforce Company and applicable State and Federal regulations.

2. The crews will be expected to comply with all applicable Company, State, and Federal regulations.
3. Unless otherwise agreed, the Company will continue to provide all required personal protective and fire equipment currently provided.

B. Crew Bus Driving

Crew Bus drivers will be required to take physicals to verify fitness for driving.

C. Woods Travel Time

In accordance with federal and state law, passengers required to work prior to or during transit to logging sites shall receive the state minimum wage for all riding time subsequent to commencing work, and over time will apply for those compensable riding hours that exceed the employee's normal scheduled hours of work.

Part III. EMPLOYMENT SECURITY

The Company and the Union share the common goal of maximizing the value of the Company for the benefit of all stakeholders in the Company. The Company accepts that employees are significant stakeholders in the Company and that the Union has a legitimate role to play in representing the long-term interests of its members who work for the Company in achieving fair wages and benefits, a safe, healthy, and challenging work place with job security assured to the greatest extent possible given the Company's economic realities; and all other matters pertaining to the employment relationship. The Parties reaffirm their goal of eliminating the competitive gap as defined in the 1996 Memorandum of Agreement. In an effort to provide secure jobs, the parties agree that in each logging operation, for the term of this Agreement:

- A. No employee will be laid off except for:

1. Catastrophe - (i.e., 1980 Mt. St. Helen's eruptions, forest fires, Columbus Day Storm)
 2. Market Conditions - up to two (2) weeks then contractors would be laid off in that specific operation.
 3. Weather - up to two (2) weeks, then contractors would be laid off in that specific operation.
 4. Sale of Timberlands -reduction would reflect a percentage of the land downsized.
 5. If curtailments were involved due to downsizing in other Company operations where the displaced employees had seniority rights to logging jobs (for example, curtailment in a sort yard), there would be no commitment from the Company to add to crewing levels in the logging operations.
- B. The Company acknowledges the right of the union to operate on Cottage Grove legacy ground to maintain the Springfield commitment level. However, in the event of the need to balance wood flow issues between Springfield and South Valley operations, the Company reserves the right to operate contractors in the legacy Cottage Grove ground for up to two weeks while company employees are laid off.
- C. The Company agrees to the following yarding and loading commitments.

Springfield 45,000 MBF

These levels do not imply any guarantee as to specific manning levels or equipment configurations. In the event of a substantial reduction of the total harvest level at any of the locations, at least two-thirds of such reduction shall be from contractor volumes, and no more than one-third from Company Capacity. Commitment will reduce an equal % divided per year of the term of the contract.

- D. Harvest volumes in excess of those obtained through Company logging may be secured through the use of contractors, without limitations or restrictions of any kind.

APPENDIX E

Seniority Practices – Woods Operation

The Woods Operation is divided into three (3) departments, namely:

1. **LOGGING DEPARTMENT** – which shall include all yarding and loading.
2. **CONSTRUCTION DEPARTMENT** – which shall include all dump truck drivers, front end loader operators, cat operators, and others employed in road construction and maintenance.
3. **MECHANICAL AND MAINTENANCE DEPARTMENT** – which shall include all mechanics, lead mechanics, greasers, etc.

Each employee having six hundred and twenty (620) worked hours or more with the Company shall be assigned to a job classification. All employees shall be assigned to the proper seniority department in accordance with their classification.

In the event of slack work periods or major curtailment caused by inclement weather or for other reasons where it is known that such curtailment will continue for thirty (30) days or more, layoff will be handled on the basis of Company (Woods Operation) seniority, competency considered, and in accordance with provisions of Paragraph F of Article 12 – Seniority.

Layoffs of a period of time longer than five (5) working days and shorter than thirty (30) days shall be handled on the basis of classification and departmental seniority only, competency considered. When in the opinion of the Company a layoff is anticipated to be five (5) or less working days duration, any application of seniority shall be at the discretion of the Company. Side seniority will be considered an application of seniority for the purpose of this agreement as it applies to yarding and loading.

In the event that a short period layoff exceeds thirty (30) days, or at any time prior thereto when the Company and the Union become

aware that such temporary layoff will exceed thirty (30) days, employees involved shall at that time have an opportunity for re-employment on the basis of Company (Woods Operation) seniority and in accordance with Paragraph F of Article 12 - Seniority.

When employees of one area, Woods Operation, are on layoff and job openings occur in another area of the Woods Operation, the Company will consider the laid off employees for employment in such job openings, provided they are qualified for the work.

APPENDIX F

Marshaling Points – Woods Operation

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

Springfield Crew Quarters at Fire Warehouse

The present method of adequate transportation for woods employees to and from work shall continue unless changed by agreement between the Standing Committees, subject to approval by the Company and the Local Union.

APPENDIX G

Team Concepts

1. Team members will cooperate fully with each other and their team leader and, when necessary, operating teams will work with maintenance teams.
2. Team members will cooperate with other teams.
3. Team members will have the opportunity and responsibility of giving their team leader input concerning more efficient operating techniques and how their work is accomplished. However, the team leader shall make the final determination as to how the operation is run and work is accomplished.
4. Cross training, education and development may be provided so that each member of a team will have the ability to perform all assigned tasks. A member will be expected to work as

assigned.

5. It is the intent of the team concept to allow flexibility in assigning work to the team in a manner consistent with avoiding overtime.
6. Definition of team will be specific to each unit and will include production and maintenance employees.
7. Implementation of any changes negotiated per this article during the term of the Contract will be only as a result of agreement between the parties.

APPENDIX H

Construction Department – agreed to 07/21/04

The following outlines the agreement reached between the parties regarding the new Construction Department.

1. The parties agree to create a new "construction" department in Springfield operations. This department will include and combine classifications from two current departments: logging and transportation. This department will include the dump truck driver classification, which is all that remains of Springfield's transportation department and would effectively eliminate that department. The road construction classifications (grader operator, backhoe operator, front end loader operator, cat operator large, and cat operator blade) will be removed from the logging department and included under the new construction department.
2. All future employees in the department will be required to have or obtain a Class A Commercial Driver's License (CDL) to be qualified to work in the Department. Employees will have a total of sixty (60) days to obtain their CDL. In the event they do not obtain this license, the employee will be required to return to their last job/shift. Amended 06/02/08: Future and current construction department employees with a CDL will maintain their CDL while in the Construction Department.
3. The following job classifications were incorporated into the

wage schedule for the construction department:

Front End Loader Operator
Dump Truck Driver
Grader Operator
Backhoe Operator
Spread Cat Operator
Grade Cat Operator

4. Rates will be grandfathered, where appropriate, for employees who are in the department when the contract is ratified. The rate will be grandfathered and future general wage increases will apply until the employee vacates the job class for any reason.
5. Department seniority within the construction department will be as shown below. These dates are based on the employee's logging department (where applicable) seniority date.

Construction Department - Seniority is based on Springfield Logging Department Seniority.
6. New employees into the department will have a department seniority date that is consistent with their first day in a construction department job classification.

APPENDIX I

Maintenance Provisions

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

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

APPENDIX J

Boot, Raingear and Prescription Safety Glass Allowances

1. Stipends will be paid out annually (in the first full pay cycle paycheck of each year) as follows:
 - a. For boots aligned to the site PPE standard (e.g., safety toe, over the ankle, slip resistant) for Timberlands and lumber mill employees – \$175
 - b. For caulk boots for designated Timberlands employees - \$300
 - c. For rain gear for designated Timberlands employees (hook tenders, rigging slinger, handy rigger, choker setter, landing person, scalers, field mechanics, yard mechanics and sort yard utility performing manual reman) – \$100
2. Prescription safety glasses – \$150 per year will be reimbursed to the employee.
 - a. A one-year carryover of the above amount is allowed. In no case will there be more than one purchase eligible for reimbursement during any annual allotment.

APPENDIX K

Tool Replacement Policy

For employees required to provide personal tools of the trade associated with their regular job, the Company will provide for tool replacement or reimbursement as follows:

1. Personal tools that are worn, broken, lost or stolen in the course of normal/routine work duties will be eligible for this policy.
2. The intent of this program is to replace/reimburse on a like for like (or reasonable equivalent) basis.
3. When possible, tools (or proof of purchase) must be presented to supervisor/company prior to replacement or reimbursement for approval.

4. The method of replacement or reimbursement will be at management's discretion.
5. Employees are expected to deal with tools covered by warranty on their own.

APPENDIX L

DOL Reporting Requirements: No Docking Provision

The parties recognize that in accordance with applicable law and existing agreements/past practices concerning conducting union business on company time, a "no docking, policy exists, resulting in no loss of employee pay in accordance with existing agreements and past practices. The parties acknowledge that since at least, January 1, 2008, such policy and practice has been a term and condition of the collective bargaining agreement.

APPENDIX M

Rover/Lead Position

(Ratified June 2018 contract negotiation)

- A. Provide qualified employee to operate multiple pieces of equipment, e.g., shovel loading, shovel logging, and processing.
- B. Work as assigned to fill intermittent vacancies and flow to work as needed.
- C. Selection into role will be at the Company's discretion.
- D. Rate of pay: \$23.925 (not eligible for additional shovel adder).

APPENDIX N

Maintenance Structure for Woods Operations

- A. Maintenance Utility
 1. Work as directed
 2. Change fluids and grease as appropriate
 3. Perform routine maintenance inspections
 4. Track service and maintenance records

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

B. Entry Woods Mechanic

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

C. Woods Mechanic

1. All Entry, plus up to three (3) additional years
2. CDL required or attain within one (1) year*
3. Experience to re-build both diesel and gas engines, drivetrains, anti-lock brakes, electrical, emissions systems, etc.
4. Welding/Air-arc/Fabrication
5. Basic hydraulic working knowledge

6. Ability to train/mentor others
7. Working knowledge of maintenance tracking/reporting systems (e.g. Abecas)

D. Journey Woods Mechanic

1. All Truck Mechanic, plus up to three (3) additional years:
2. CDL required*
3. Advanced understanding/troubleshooting of all intermediate skills (hydraulics, final drives, swing boxes, pumps, undercarriage, etc.)
4. Ability to troubleshoot, repair and calibrate processor systems (Timber-rite, etc.)

* As dictated by business needs.

APPENDIX O

Springfield Operations Wage Table

	6/1/2022	5/29/2023	6/3/2024	6/2/2025
	5.50%	3.00%	3.00%	2.50%
YARD & LOAD				
Leveling Shovel	\$ 35.495	\$ 36.560	\$ 37.655	\$ 38.595
Loader Operator	\$ 33.735	\$ 34.745	\$ 35.785	\$ 36.680
Lowbed/Log Truck Driver	\$ 32.435	\$ 33.410	\$ 34.410	\$ 35.270
Processor Operator	\$ 34.580	\$ 35.615	\$ 36.685	\$ 37.600
Rover	\$ 35.495	\$ 36.560	\$ 37.655	\$ 38.595
Shovel Logger	\$ 34.580	\$ 35.615	\$ 36.685	\$ 37.600
Crew Bus Driver	\$ 19.800	\$ 20.395	\$ 21.005	\$ 21.530
MAINTENANCE				
Maint. Utility	\$ 26.495	\$ 27.290	\$ 28.110	\$ 28.815
Entry Woods Mech	\$ 30.080	\$ 30.980	\$ 31.910	\$ 32.710
Woods Mechanic	\$ 32.805	\$ 33.790	\$ 34.805	\$ 35.675
Journey Woods Mech	\$ 37.495	\$ 38.620	\$ 39.780	\$ 40.775
ROAD MAINTENANCE				
Backhoe Operator	\$ 29.715	\$ 30.605	\$ 31.525	\$ 32.315
Dump Truck Driver	\$ 29.310	\$ 30.190	\$ 31.095	\$ 31.870
Grade Cat Operator	\$ 30.490	\$ 31.435	\$ 32.410	\$ 33.245
Grader Operator	\$ 29.460	\$ 30.345	\$ 31.255	\$ 32.035
Spread Cat Operator	\$ 30.150	\$ 30.915	\$ 31.840	\$ 32.635
OTHER				
Tether Adder	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00
Lead Pay	\$ 1.50	\$ 1.50	\$ 1.50	\$ 1.50
Swing (second)	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00
Graveyard (third)	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00

APPENDIX P
TOPS Pay System
Established November 1994
Revised October 10, 1998

OPERATIONS POSITION	LEVELS	SKILLS REQUIRED	POSSIBLE TRAINING AREA
Merchandiser Specialist	Level A - 1 Skill Required	Has demonstrated ability and willing to learn all required skills	Waste conveyors; Power saw; Utility job; Merch grapple
Merchandiser Specialist	Level B - 3 addtl skill requirements to Level A	Learn grapple skill; Grapple operation and barker-chipper knowledge; Loader operations, sorts and species identification	Merchandiser east grapple; Grapple located between barker and chipper; Wheel log loader
Merchandiser Specialist	Level C - 5 addtl skill requirements to Level A & B	Develop sorting and load building skills; Log sorting and feeding barker; Learn to operate merchandiser; Sorting logs from grade deck; Loading and unloading trucks	Wheel log loader; Yard mobile grapples; Merchandiser operating grapple; Yard mobile grapple; Single pass wheel loader
Merchandiser Specialist	Level D - Adder (\$4.85/HR)	All of the skills above and ability to pass the check scale; Power sawbucking (PMP Adder)	Log scaling
Other Training Required		Operaton of Bobcat; Yard tractor; Power saw; Computer, etc.	

TOPS OPERATORS WITH WELDING SKILLS

(Memorandum 3/2/01)

When we have an opening we try to hire people with a maintenance background and then teach them to operate machinery. One of the most important skills to start with for non-maintenance employees is welding. Non-maintenance employees who go through the welding program will be provided an adder. The program consists of fifteen (15) – twenty (20) credit hours in welding. Successful completion of all of the following courses is required:

1. WLD 121 Arc Welding I – or equivalent
2. WLD 122 Arc Welding II – or equivalent
3. WLD 131 Gas Processes I – or equivalent
4. WLD 139 Welding Lab – minimum four (4) credit hours

The employee must then qualify on the Weyerhaeuser welding procedures in a test administered by a contracted welding inspector/instructor.

The adder will be \$.80 per hour. Employees who obtain this adder will be expected to use the skill as needed to help with maintenance in TOPS. Maintenance will document employee's use of this skill to maintain their qualification.

APPENDIX Q

TOPS Wage Table

	6/1/2022	5/29/2023	6/3/2024	6/2/2025
	5.50%	3.00%	3.00%	2.50%
Merch Specialist A	\$ 23.750	\$ 24.465	\$ 25.200	\$ 25.830
Merch Specialist B	\$ 26.490	\$ 27.285	\$ 28.105	\$ 28.810
Merch Specialist C	\$ 28.620	\$ 29.480	\$ 30.365	\$ 31.125
Merch Specialist D	\$ 30.765	\$ 31.690	\$ 32.640	\$ 33.455
Laborer 1	\$ 23.710	\$ 24.420	\$ 25.155	\$ 25.785
Dual Craft with LME	\$ 36.270	\$ 37.360	\$ 38.480	\$ 39.440
Dual Craft Jrny LMPJ	\$ 38.860	\$ 40.025	\$ 41.225	\$ 42.255
Dual Craft Jrny LMPJ +1.00 carc	\$ 39.860	\$ 41.025	\$ 42.225	\$ 43.255
Electrician LME	\$ 34.340	\$ 35.370	\$ 36.430	\$ 37.340
Electrician Jrny LMPJ	\$ 37.570	\$ 38.695	\$ 39.855	\$ 40.850
Electrician Jrny LMPJ +1.00 card	\$ 38.570	\$ 39.695	\$ 40.855	\$ 41.850
Millwright Jrny	\$ 33.695	\$ 34.705	\$ 35.745	\$ 36.640
Millwright Jrny w/Special Skills	\$ 36.270	\$ 37.360	\$ 38.480	\$ 39.440
Master MillwrightTech	\$ 37.570	\$ 38.695	\$ 39.855	\$ 40.850
Electrical App Period 1	\$ 30.175	\$ 31.080	\$ 32.010	\$ 32.810
Electrical App Period 2	\$ 30.500	\$ 31.415	\$ 32.355	\$ 33.165
Electrical App Period 3	\$ 30.810	\$ 31.735	\$ 32.685	\$ 33.500
Electrical App Period 4	\$ 31.145	\$ 32.080	\$ 33.040	\$ 33.865
Electrical App Period 5	\$ 31.470	\$ 32.415	\$ 33.385	\$ 34.220
Electrical App Period 6	\$ 31.790	\$ 32.745	\$ 33.725	\$ 34.570
Electrical App Period 7	\$ 32.115	\$ 33.080	\$ 34.070	\$ 34.920
Electrical App Period 8	\$ 32.430	\$ 33.405	\$ 34.405	\$ 35.265
Millwright App Period 1	\$ 28.235	\$ 29.080	\$ 29.950	\$ 30.700
Millwright App Period 2	\$ 28.555	\$ 29.410	\$ 30.290	\$ 31.045
Millwright App Period 3	\$ 28.875	\$ 29.740	\$ 30.630	\$ 31.395
Millwright App Period 4	\$ 29.120	\$ 29.995	\$ 30.895	\$ 31.665
Millwright App Period 5	\$ 29.530	\$ 30.415	\$ 31.325	\$ 32.110
Millwright App Period 6	\$ 29.850	\$ 30.745	\$ 31.665	\$ 32.455
Millwright App Period 7	\$ 30.175	\$ 31.080	\$ 32.010	\$ 32.810
Millwright App Period 8	\$ 30.810	\$ 31.735	\$ 32.685	\$ 33.500

TOPS Adders:

- \$.85/hr. Merch Specialist D for every hour worked when scaling and bucking logs, and for Merch Specialist C when running the power saw.
- \$.80/hr. for Journey Oregon Licensed Electrician who has a Journey Oregon Millwright Card.
- \$1.00/hr. for Journey Oregon Licensed Electrician who has an Oregon Electrical Supervisor Card (subject to Company discretion).
- \$.80/hr. for non-Maintenance employees who have completed the required welding courses and are utilizing that skill.
- \$1.50/hr. for Maintenance Lead.

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Friday, November 22, 2024 3:20:08 PM

This email is from a sender not in the IAM's email system. Do not click any links or open attachments unless you are expecting this information. If unsure, contact the sender to confirm.

Username: D3DA10AD-6609-49D1-8596-F8CA800D771D
Numeric Response ID: 176413
Response GUID: A0968623-9B22-4F4F-9CC8-10F0BA6D0C72
Survey Start Date: Friday, 22 November 2024 15:00:38
Survey Completed Date: Friday, 22 November 2024 15:19:35

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

Timber Harvesting

Association (if applicable)

Not Answered

IAMAW SRF-5

SITE DETAILS

If the contract covers more than one site, please provide data for sites individually.

Employer

Weyerhaeuser

Tradestyle Operation / Division

Timber Harvesting

Former employer name

If applicable.

Not Answered

Work Place Address

5000 Franklin Blvd

City

Eugene

State / Province

OR

Zip Code

97404

Reported # of Barg Unit Employees at Site

32

Reported # of IAM Members in Unit at Site

32

Union Status

Dues Required / Agency Fee

Corporate Address (If different from Work Place Address)

200 Occidental Ave, Seattle, WA 98104

Parent Company Name

Not Answered

Ultimate Parent Company Name

Not Answered

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

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

Not Answered

District Lodge

W24

Local Lodge

W246

Territory / Territories

Western

Does this contract cover other site(s) not yet listed?

No

IAMAW SRF-5

WAGE DETAILS

Average Hourly Wage (\$)

If the bargaining unit wages are annual salaried classifications, divide the annual by 52 weeks and then by 40 hours.

\$32.56

Wage Memo

Not Answered

General Wage Increases and/or Lump Sum Payments

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

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

Is there a COLA Clause?

No

If yes, what is the formula?

Not Answered

IAMAW SRF-5

OCCUPATION DETAILS

Occupation(s)

Farming, Fishing & Forestry

IAMAW SRF-5

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						

IAMAW SRF-5

EMPLOYEE SAVINGS DETAILS

		Formula	Contribution Type
1	401(k) / Savings Plan for New Hires	5% of total wage	Employer Contribution
2	401(K) / Savings Plan	Match 1/2 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							

IAMAW SRF-5

OTHER UNIONS ON SITE

Name(s)

Not Answered

Memo

None

IAMAW SRF-5

CONTRACT LANGUAGE DETAILS

Type(s) of Contract Language

Please select all that apply

Not Answered

Memo

Not Answered

IAMAW SRF-5

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.

Final - Springfield-TOPS 2022-2026 Contract.pdf - 520 KB

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