

WEYERHAEUSER COMPANY

COOS BAY OPERATIONS



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Local Proposal to

INTERNATIONAL ASSOCIATION OF MACHINISTS

AND

AEROSPACE WORKERS

AFL-CIO

LOCAL LODGE W261



March 18, 2026

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1) **Eliminate outdated Exhibit D – Woods Seniority Agreement dated 5/23/67**

In conjunction with this proposal, see #2.

2) **Revise Article 9 – Layoffs and Seniority to account for above change**

Proposed language attached

3) **Article 9.C.5:**

Clarify application of Rover position to reflect the established practice consistent across WTL, and adjust language as follows:

5. Rover job classification provisions:

- a. Provide qualified employee to operate multiple pieces of equipment, e.g. shovel loading, shovel logging, processing, yarding.
- b. Work as assigned to fill intermittent vacancies and flow to work as needed.
- c. Selection into the role will be at the Company's discretion, regardless of seniority.
- d. Rate of Pay: see wage schedule

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4) **Establish entry level Utility job classification**

Establish a "Utility" job classification, consistent with what has been established in other woods operations in Western Timberlands (6/2/25 rate of pay: \$33.165/hour).

This entry-level job classification is intended to provide another entry point into the operation; to work as directed to perform utility labor tasks/assignments, including flow to work in other roles (e.g. Handy Rigger), and to allow for training on equipment (e.g. Loader Operator) when opportunities arise. Note: When training in a higher paid job (e.g. Loader), the Utility person will receive the Utility classification rate of pay until deemed competent/qualified on that specific job. Employees in the Utility job classification are expected to gain the necessary skills to bid into advanced positions (i.e. hooktender or equipment operator) as opportunities/vacancies arise.

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5) **Article 17 – Transportation – A.4.**

Eliminate obsolete bus stop language:

~~Adequate bus stops will be established and periodically reviewed (and changed if necessary) by the Company. Designated stops will change over time. The Company and the Union will work jointly to determine and adjust the pickup points.~~

~~Transportation will make up to three (3) stops between the town lot and Dellwood to pick up passengers without leaving the designated bus route.~~

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6) **Appendix H – Tiered Landing Person**

Eliminate obsolete language – Delete Exhibit H.
(note: removed same from Springfield in 2022)

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7) **Exhibit F – Shovel Logging**

Eliminate obsolete language – Delete Exhibit F.

Agreed to May 11, 2006:

- A. ~~The Coos Bay Operation will modify a shovel by adding a double drum winch set. This will require an additional side and two new employees. The work of this shovel operator is included within the scope of the current classification, Multi-Function Shovel Operator and its rate is listed in the wage schedule. The supporting Rigging Slinger position matches the current classification and rate.~~
- B. ~~These openings will be posted and the Company will make every effort to fill them with qualified, senior employees. The Company will do the same with the resulting open positions, and award them based on both seniority and competency. If the skilled position cannot be filled internally, the Company has the right to hire from the outside.~~
- C. ~~In addition both parties agree that the maintenance role in the Coos Bay Operation will be eliminated through attrition; it will not be filled when the incumbent retires or otherwise leaves the Company.~~

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HOUSEKEEPING

- Housekeeping may include other mutually agreed to updates/corrections identified during the time of revision and rewrite.

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

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EXHIBIT D
WOODS SENIORITY AGREEMENT
DATED 5/23/67

In order to clarify the seniority status of employees in those classifications where changes in methods or equipment have modified job titles and/or pay rates, it is jointly agreed to by the Company and the Union as follows:

Irrespective of the wage rate or job title that may be applied to an employee in a particular classification, all employees in that classification shall have their seniority based on the date of their selection into the classification.

Negotiated changes in rates of pay and/or job titles within a classification will not be deemed to affect the seniority of employees in such a classification unless it shall be expressly and specifically agreed to between the Company and the Union that seniority shall be affected.

Operators of combination yarding and loading machines shall be considered as Loader Operators for purposes of seniority.

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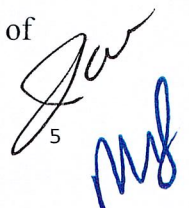
ARTICLE 9 – LAYOFFS AND SENIORITY

- A. The Company recognizes the principles of seniority and competency for employees once completing six hundred and twenty (620) worked hours.. After the employee has worked at six hundred and twenty (620) hour trial period, their seniority will date back to the date of hiring.
- B. The following department is provided for in the woods: Yarding and Loading.
- C.
 1. Job openings shall be immediately posted for three (3) working days. Names of successful bidders shall be posted on the bulletin board. Employees off work due to sickness, injury, or vacation can bid by proxy.
 2. 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.
 3. A successful job bid shall receive up to a 240-hour trial period in order to become qualified. Those employees will not be disqualified arbitrarily or capriciously and those disqualified prior to their 240-hour trial period is completed may contest the decision through the grievance procedure.
 4. 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 they have been provisionally promoted, they shall revert to their former position without prejudice and without any loss of seniority rights.

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5. Rover/~~Lead~~ job classification provisions:
 - a. Established to provide qualified employee to operate multiple pieces of equipment, e.g. logging, loading, processing.
 - b. Work as assigned to fill intermittent vacancies and flow to work as needed.
 - c. When Company elects to fill this position, an interest bid will be posted to determine interest.
 - d. Selection into the role will be at the Company's discretion, regardless of seniority.
 - e. Rate of pay: see wage schedule equivalent to the Leveling Shovel job classification.
- D. 1. Except for the purpose of promotion, seniority in the basic wage classification is woods-wide. There will be no bumping in this classification other than through curtailment.
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 to the department in which the individual is regularly employed.
- F. Curtailments – Bumping: 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 their seniority established in the lower job, plus all the seniority they have accumulated on the upper job classification. ~~This seniority will be exercised in line with local agreements and exhibits.~~ 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. Employees on layoff status shall be given preference in filling job vacancies.~~
- I. Job Seniority:
 1. In transferring within a department or from one department to another, an employee will carry with them only the woods seniority they have accumulated. When transferring within a department, an employee will have thirty (30) working days to determine if they wish to remain at the new position. After this determination period has elapsed, the employee cannot bump back, except as outlined in Section F. of this Article 9.
 2. Employees transferred temporarily between departments or within departments by the Company or by joint Standing 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.
- J. Seniority rights may be exercised when practicable between day and night shifts in cases of permanent changes when day or night positions become available.


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- K. An employee is entitled to waive a promotion without loss of seniority. However, they are not entitled to reconsider and claim the promotion as long as the particular employee who accepted the promotion at the time they waived it is still on the job. Further, they may not claim a still higher-rated job if the promotion waived was a necessary step in training for the still higher-rated job.
- L. An individual working in a job above the basic wage classification cannot 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.
- M. 1. Leaves of absence extending over a period of more than one (1) week must be given in writing with a copy to the Union, and in no case be issued for more than three (3) 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 from their jobs during this one (1) week period without justifiable reasons.
 - 2. Any employee severing employment of their own accord, or if they are 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. Leaves of absence, injury, or illness shall not be cause for loss of seniority, and the Company may require evidence of illness or injury.
- N. 1. Any employee selected to a permanent union position necessitating a leave of absence, shall be granted a leave of absence by the Employer provided sufficient advance notice is given so that their work may be properly cared for. The duration of such leave of absence will be limited to four (4) years. Extensions of up to four (4) years shall be granted upon request by the affected employee for as long as the employee fills the permanent union position. Employees absent pursuant to such leaves of absence shall retain all seniority rights. All such leaves of absence shall be granted in writing by the Employer and a copy of the letter granting such leave shall be filed with the Union and the Employee.
 - 2. Any employee who is transferred to a supervisory or clerical position of the Company is considered as being on an indefinite leave of absence. Any such employee retains seniority rights to the job classification they left, subject to all other provisions of this article.
 - 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.
- O. The Company will manage military leave in accordance with Federal and State Law.
- P. Seniority dates from the last permanent employment of the individual.
- Q. The Company shall furnish to the Union a complete up-to-date seniority and job file whenever it is requested by the Union.
- R. 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,

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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 ~~such~~ 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.

S. In case of layoff, employees who have served their six hundred twenty (620) hour trial period shall retain seniority in the following manner:

1. Seniority and the employment relationship shall be broken and terminated if an employee is laid off for a period of twenty-four (24) months.
2. When the Company notifies an employee on layoff by registered mail to their last known address, with return receipt requested, that employment is available in their classification, the 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 letter is sent, or 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 their former classification.
3. Employees will be responsible to keep the Company updated of their current contact information.

T. 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 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.

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