

Weyerhaeuser and IAM
Negotiations for Successor Collective Bargaining Agreement

TENTATIVE AGREEMENTS

Location(s): Cottage Grove
Current Agreement Expiration: 5/31/26

Union Proposal – MOU's

Add the following agreements to the CBA:

1. Weighmaster Job. – 12/08/2025 Agree to add to the wage schedule – title and pay rate
2. Log Yard Handy Job. – 12/08/2025 Agree to add to the wage schedule – title and pay rate
3. Head Lube Job. – 12/08/2025 Agree to add to the wage schedule – title and pay rate and add description from the MOA to the Maintenance Agreement
4. SM Drop Trimmer Wage Adjustment. – 09/06/2024 Agree to add to the wage schedule – title and pay rate
5. Travel Pay Agreement. – 02/27/2023 Remove – Pay per FLSA/Company travel time policy
7. Head Filer – Head Machinist – 01/27/2023 Agree to add Head Filer title and wage to wage schedule, but need to remove Engineering filing journey head; Add Head Machinist title and wage, but need to remove Eng Machinist Journey Head
9. Storeroom Job – 08/27/2024 Agree to add to the wage schedule – title and pay rate
10. SM Stacker Wage Adjustment – 10/01/2024 Agree to adjust pay rate in wage schedule

Union Proposal – Article 12 – Job Posting and Bidding Trial Periods

D.

1. A successful bidder shall have a ~~30-day~~ trial period of time on the job (160 hours worked on the job) counted in full shifts. 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.
2. An employee may disqualify himself/herself at any time during this initial ~~thirty (30) day trial period~~ (160 hours worked on the job). Once an employee is on the job and deemed qualified by the Company using the on-the-job training process, the employee will have five (5) days or the remainder of their ~~thirty (30) days~~ 160 hours worked on the job, whichever is less, to accept or reject the bid position.
3. The Company shall determine if an additional ~~thirty (30) day~~ trial period of 160 hours worked on the job, will be offered, and when appropriate, multiple extensions may be offered. In these situations, employees can decline the extension and return to their last job and shift.
4. Job bidders will accrue seniority on the job to which they have bid after they have successfully completed the ~~thirty (30) days probationary trial period~~ of 160 hours worked on the job. Employees who have not completed the ~~probationary trial~~ period will have no recall rights to said job under this article.

Union Proposal – Change Article 18.A (Move to Seniority article)

- A. Any employee who in the past has or in the future is transferred to a position outside the bargaining unit ~~is considered as being on a leave of absence from the Union. Any such employee~~ retains seniority rights to

the job classification he/she left, subject to all other provisions of this Agreement. ~~The duration of such leave of absence shall be limited to for~~ thirty (30) calendar days ~~three (3) years~~.

Union Proposal – Appendix E – Cottage Grove Engineering Agreement

See attached

Union Proposal – New Merch Line

The Company agrees that any new job title and/or wage rate associated with the new merch line will be added to Appendix H if this information is available at time of printing.

Union Proposal – Fire Watch

The Company rejects the removal of the language in Article 14.G; However, the Company proposes to add \$1.425 to the Firewatch wage rate (*equal to Operations Utility Clean Up*)

Union Proposal – Maintenance Wage Bracket Adjustments

Increase Electrician Journey \$2

Adjust Difference between Electrician levels to \$2 between each

Job	Adjusted rate upon ratification (not inclusive of any GWI)
Electrical Journey	42.990
Electrical Special	44.990
Electrical Tech	46.990
Electrical Head	48.990

Increase IMM Journey \$2

Adjust Difference between IMM levels to \$2 between each

Job	Adjusted rate upon ratification (not inclusive of any GWI)
IMM Journey	38.380
IMM Special	40.380
IMM Tech	42.380
IMM Head	44.380

Increase Dual Card Journey \$2

Adjust Difference between Dual Card levels to \$2 between each

Job	Adjusted rate upon ratification (not inclusive of any GWI)
Dual Card Journey	43.670
Dual Card Special	45.670
Dual Card Tech	47.670

Company Proposal 1: Housekeeping

- Change all applicable dates, formatting, table of contents, and spelling/grammatical errors upon final edit of the agreement.
- Update numbers throughout to include both a numerical value and a written word [ex. “one (1)”]
- Replace references to “engineering” with “maintenance”
 - For example, Appendix E would change from “Engineering Agreement”, to “Maintenance Agreement”

- Replace reference to “Mill B” to “Saw Mill”
- Article 9 – Safety:

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~~quarterly inspections of the department with the Safety ~~Coordinator~~Manager, 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.
- Article 12 – Job Posting and Bidding
 - Trial period should be changed from thirty (30) days to one hundred-sixty (160) hours throughout.
 - References to 30 day probation should read 160 hours trial period.
 - Section C, number 2 change “Company” seniority to “Plant” seniority
- Article 18 – Leave of Absence: update language
 - 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.
- Remove Scaler Memorandum of Agreement – No longer applicable as there are no more Union Scalers
- Update the wage table, eliminate old classifications no longer applicable

Company Proposal 2: Article 10 – Hours of Labor

- A. The Company shall have the right, where appropriate and not already provided for:
1.
 - a. To adjust the hours of labor plus or minus one (1) hour of crews and/or individuals to meet production needs, upon seven (7) days advance notice to affected employees; and
 - b. To adjust in or out of an established roto shift posture, upon fourteen (14) days advance notice.
 - c. To adopt cost savings shift configurations such as (10), (12), and/or (13) hour scheduled shifts, within the general scope and framework of agreements which currently provide for them, after meeting with the Standing Committee and bargaining in a good faith effort to reach consensus. Employees will receive twenty-one (21) days notice prior to the shift change.
 - B. Lunch Periods: ~~For operations,~~ Lunches will be thirty (30) minutes unpaid except those schedules that contain a lunch period less than thirty (30) minutes shall be paid. 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:~~
 [Already addressed in Article 22 – Holidays, section D]

Company Proposal 4: Article 4 – Seniority

The Company has the right to hire student employees, not to exceed four (4) months of employment in a twelve (12) month period. These student employees are not covered by the seniority, job posting and bidding, holiday, vacation, health and welfare, bereavement leave, leave of absence, jury duty, retirement plan, and retirement savings articles in this collective bargaining agreement. In the event of necessary bereavement leave or jury duty, the leave will be allowed but is unpaid. Such students will be allowed to

perform bargaining unit work as assigned by the Company. Such assignments will not at any time interfere with seniority or retention of jobs or promotion of any regular employees.

Company Proposal 5: Article 12 – Job Posting & Bidding

F.

~~2.—~~The Company will attempt to provide appropriate light duty work (if such work is available), as approved by licensed physicians, for any employee who is injured on or off the job. ~~Industrial injuries will have first priority.~~

Company Proposal 6: Article 29 – Union Security

A. 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 upon the Union's request.

Company Proposal 8: Non-Bargaining Unit Associates

Weyerhaeuser Non-Bargaining Unit personnel shall not perform bargaining unit work except in the following circumstances:

1. To observe and learn for purposes of safety review and/or operational understanding or
2. To demonstrate the manner in which the work is to be done, or
3. Providing temporary assistance to bargaining unit employees when necessary for operational efficiency as long as assistance does not become routine or ongoing, or
4. In cases of emergency or unsafe conditions.

Under no circumstances will non-bargaining unit employees perform bargaining unit work in a manner that replaces bargaining unit employees, regular work hours, or overtime.

Company Proposal: Shipping Forklift

Increase for Shipping Forklift of \$1 = new rate of \$28.195 (not inclusive of any GWI)