

# **Weyerhaeuser Company**

## **TENTATIVE AGREEMENT**

**Proposal to**

**International Association of Machinists**

**And**

**Aerospace Workers**

**AFL-CIO**

**District Lodge W24**

*This Proposal is conditioned upon the ratification of this Agreement on or before May 31, 2026. If this Agreement is not ratified on or before 11:59 pm May 31, 2026, the condition precedent for this Proposal has not been met and Proposal is withdrawn and considered null and void by its terms and with no further action necessary by the Company.*

*The labor agreement between the parties in effect May 31, 2026, shall be renewed and extended, as modified by this proposal for a (4) four-year period, through May 31, 2030.*

**May 15, 2026**

## WAGES

- The Company is offering a 4-year agreement.
- The Company proposes the following:
  - Effective the payroll Monday following ratification = 1.5% increase
  - Effective the payroll Monday following June 1, 2027 = 2.5% increase
  - Effective the payroll Monday following June 1, 2028 = 3.5% increase
  - Effective the payroll Monday following June 1, 2029 = 3.5% increase

If the proposal is ratified on or before May 31, 2026, the Company will provide a **\$3,000** ratification bonus to all full time, regular bargaining unit employees on the payroll and actively working at the time of payment, paid within **45 days** following ratification. **The ratification bonus will be paid as a lump sum gross amount of \$3,000 unless within 15 days of ratification employees opt to receive the \$3,000 as a deposit into their Health Savings Account (subject to HSA eligibility). Any over-contributions, per IRS limits, are the responsibility of the employee.** If any regular, full-time employee is out on approved leave, the employee would receive the lump sum upon their return.

## HEALTHCARE

- A. Effective January 1, 2020, the employees will be eligible for the Company's **Medical Plus 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~~ **2026**, employees will contribute the following amounts towards insurance premiums twice monthly (on 24 paychecks annually).

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

Healthcare Contribution (Medical)	Employee Contribution (premium per paycheck)	Employee Contribution (premium per paycheck)	Employee Contribution (premium per paycheck)	Employee Contribution (premium per paycheck)	Employee Contribution (premium per paycheck)
	Current	Effective 1/1/27	Effective 1/1/28	Effective 1/1/29	Effective 1/1/30
Employee	\$12 (med and dental)	\$ 12.00	\$ 18.00	\$ 25.00	\$ 25.00
Employee +1	\$24 (med and dental)	\$ 24.00	\$ 33.00	\$ 46.00	\$ 46.00
Employee + Family	\$32 (med and dental)	\$ 32.00	\$ 47.00	\$ 66.00	\$ 66.00

Healthcare Contribution (Dental)	Current	Employee Contribution (premium per paycheck)	Employee Contribution (premium per paycheck)	Employee Contribution (premium per paycheck)	Employee Contribution (premium per paycheck)
	Current	Effective 1/1/27	Effective 1/1/28	Effective 1/1/29	Effective 1/1/30
Employee	Included in total premium	\$ 3.43	\$ 3.43	\$ 3.43	\$ 3.43
Employee + Family	included in total premium	\$ 9.60	\$ 9.60	\$ 9.60	\$ 9.60

4. The Company will continue to make annual contributions (prorated) into eligible employees' Health Savings Account (HSA):
  - a. \$300 – Individual
  - b. \$600 – Family (employee +1)

## **OVERTIME**

Edit all agreements to include:

- 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 or grievance settlement unrelated to the working of such overtime
- Overtime will not be scheduled by the Company in order to obtain a bargaining objective unrelated to the working of such overtime.
- Hours worked outside the normal work schedule shall qualify for overtime payment only after the employee has worked forty (40) hours in his/her scheduled work week, unless the failure to work such hours was due solely to the curtailment of the employee's regular schedule. Daily hours worked, and **time lost from work due to paid** vacation/holiday/jury duty/bereavement leave **hours paid** as well as **hours lost from the shift due to** joint meetings for which **either** the Company **or Union** pays, will count toward fulfillment of this requirement. **However, absences due to any other reason shall not be counted as time worked.**
- **There shall be no duplicating or pyramiding of overtime and/or premium pay.**

## **BEREAVEMENT**

A. When death occurs to a member of an employee's immediate family, the employee shall be granted necessary time off for purpose of attending the bereavement **services**. Said employee will be compensated at their regular straight time hourly rate for hours lost from their regular scheduled **shift up to a maximum of ten hours per day**, for up to three (3) days subject to the following limitations:

1. Such paid time off must be taken within **thirty(30) ninety (90)** days following the date of death.
2. Members of an employee's immediate family are limited to the employee's spouse, domestic partner, sons, daughters, mother, father, brothers, sisters, stepparents, stepchildren, grandfather, grandmother, grandchildren, mother-in-law, father-in-law, **sons-in-law, daughters-in-law**, and great grandchildren. **or Others as** covered under State law as defined for bereavement purposes **shall be unpaid**.
3. Proof of relationship and/or death, and/or date of the **funeral services** may be required. **Funeral Bereavement** leave pay will not be granted for any day on which the employee is not scheduled to work.

## **DISCIPLINE**

Adjust CBA language to reflect the below 4 step process. This adjustment is not intended to change any other rights the Company has in regards to discipline for just cause, including the ability to consider circumstances that may result in accelerated outcomes up to and including termination, or any rights either party has under the grievance or dispute resolution process:

- o First Written Warning (*This is intended to replace any documented "verbal" warning steps*)
- o Second Written Warning
- o Final Written Warning, with or without suspension
- o Termination

**The Company may, on a case-by-case basis, offer an employee a last chance agreement in lieu of termination. If offered by the Company, any such last chance agreement shall be in place for the next twenty-four(24) months worked by the employee. A last chance agreement is not intended to be an additional step of the progressive disciplinary process.**

## **ATTENDANCE**

Remove attendance language from the Raymond CBA, follow the Weyerhaeuser Attendance policy per MOA proposed on 5/4.

## **HOLIDAYS**

Update to the following language for all Timberlands. This reflects a change for Oregon Trucking and Springfield.

- 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<sup>th</sup>, Christmas Day, December 31<sup>st</sup> and New Year's Day. These paid holidays shall be observed on the days established by Congress for Federal Employees, except December 24<sup>th</sup> and December 31<sup>st</sup> shall be observed on their specific dates.

Floating holiday designation to move to **December 1<sup>st</sup> March 1** for the upcoming January through December holiday schedule.

Remove duplicate language from the Cottage Grove Agreement

### **Article 10 - Hours of Labor**

For those schedules other than eight hours, holiday pay shall be the daily schedule if hours times the straight time rate for holidays falling on an employee's scheduled workday and shall be eight (8) hours or the regularly scheduled daily hours, whichever is less, for holidays falling on non-scheduled days.

## **SCHEDULING AND TIMEKEEPING**

- Remove reference to Daily OT, OT paid over shift, etc. in all agreements.
- Hours are paid on the day (24-hour period starting at Midnight).
- All locations will be on a work week that begins at Midnight on Monday and ends Midnight Sunday (with the clarification that it is 12:00 a.m. Monday to 11:59 p.m. Sunday)
- All hours are paid using the "punch to punch" method. Remove any rounding language.
- Shift Differential

### **For Longview Yard, Olympia Yard, Oregon Trucking and Washington Trucking:**

Change the language to: The shift differential for swing or second shift shall be \$1.25 per hour and for graveyard or third shift shall be \$1.25 per hour. This applies to employees assigned to the swing/second or graveyard/third shifts.

### **For Raymond, Cottage Grove, Longview Mill and Santiam:**

Change the language to reflect the below:

In addition to the established wage rates, the Company shall pay an off-shift differential in the amount of \$1.25 per hour to all employees working hours that fall within the following timeframes, Sunday through Friday:

- Cottage Grove: 5:00 p.m. – 4:00 a.m.
- Santiam: 3:30 p.m. – 5:00 a.m.
- Longview: 4:30 p.m. – 4:30 a.m.
- Raymond: 4:30 p.m. – 3:30 a.m.

Employees whose regular scheduled shift hours fall on a weekend day (Saturday and/or Sunday) shall receive a shift differential of \$1.25 per hour for all hours worked on the Saturday and/or Sunday.

There is no pyramiding of differentials.

**Longview:**

All employees in the electrician and millwright classifications that were identified at the local bargain will receive a \$.75 increase per hour of pay.

Maintenance employees whose regular scheduled shift includes both Saturday and Sunday, will receive a shift differential of \$3.00 for all hours worked on Saturday and Sunday.

**Raymond:**

All maintenance job classifications that were identified at the local bargain will receive a \$.40 increase per hour of pay.

**Cottage Grove and Santiam:**

All employees in the electrician and millwright classifications will receive a \$.40 increase per hour of pay.

**RETIREMENT****• Retirement Plan:**

For employees in the Defined Benefit Pension Plan –

- **Effective June 1, 2026, increase the benefit \$1.00 to \$54.50/month per year of service.**
- **Effective June 1, 2029, increase the benefit \$1.00 to \$55.50/month per year of service.**

**SAFETY GEAR AND TOOLS**

Coveralls and Rain Gear:

- Cottage Grove aligns to providing both (remove stipend for rain gear)
- Longview aligns to providing both (remove clothing allowance – implement no later than January 2027)

Tool Replacement – to include all locations including Raymond (removal of Raymond’s tool allowance)

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

- Personal tools that are worn, broken, lost or damaged in the course of normal/routine work duties will be eligible for this policy.
- The intent of this program is to replace/reimburse on a like for like (or reasonable equivalent) basis.
- When possible, tools (or proof of purchase) must be presented to supervisor/company prior to replacement or reimbursement for approval.
- The method of replacement or reimbursement will be at management’s discretion.
- Employees are expected to deal with tools covered by warranty on their own.

**REPORTING PAY**

Regular employees called to their jobs but not put to work through no fault of their own shall receive two (2) hours straight time pay unless notified **one (1) hour** prior to reporting that their services are not required. This rule shall not apply if the operations or portion of the operations in which such employees work is shut down by a breakdown, or if the failure to put such employees to work is caused by something which Company could not reasonably foresee in time to give such notice.

**DISABILITY LEAVE**

- All collective agreements would reflect disability leave at **twenty-four (24) months**.

- Any employee on Long Term Disability or unpaid disability leave at time of ratification will be grandfathered to the disability timeframe in place when the employee started their leave. This grandfathered timeframe will remain in effect until such time their current leave ends.

### **Raymond Mill Only:**

Replace Article 8 Seniority section a. with the following:

The employee on modified duty or who has been off work during the entire posting period of a job(s) due to industrial injury, extended illness, or vacation shall, upon a doctor's release and/or return to work, have ~~three (3)~~ five (5) work days in which to apply for jobs posted within the previous ninety (90) days in the employee's department or plant-wide during such absence. Seniority and qualifications will apply just as though the absent employee had been present to bid on the job. If the job was successfully filled from the original posting, that employee will retain seniority in the job. If the person who was absent is successful in establishing in the job, their seniority will be noted as the day before the original successful candidate.

### **EQUAL EMPLOYMENT OPPORTUNITY**

Replace existing language with the following in all CBAs:

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~~ their 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, ~~pregnancy~~, or any other characteristic protected by local, state, or federal law. Nothing herein prevents the Company from fulfilling its obligations under the ~~law including~~ Americans with Disabilities Act, the Family and Medical Leave Act, or their state and local counterpart.

### **VACATION**

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

B. Definitions

1. Vacation Base Year – a twelve (12) month period commencing on June 1 and ending on the following May 31.
2. Vacation Benefits – that amount of vacation time off and vacation pay for which an employee qualifies, based upon vacation credit years. Vacation benefits shall be established as of May 31 of each vacation base year and shall be applied during the following vacation base year, except as modified in D. below (vacation benefits for new employees and employees terminating prior to May 31).
3. Continuous Employment – employment with the Company and its predecessors uninterrupted by voluntary termination by the employee, retirement, or discharge unless a discharged employee is reinstated within thirty (30) days.
4. Vacation Credit Years
  - a. Each employee shall receive one (1) year of vacation credit for each full year of continuous employment commencing on June 1 and ending on the next following May 31, both dates inclusive.
  - b. Any employee hired after June 1 of any year who remains in the continuous employ of the Company through the following May 31 and has at least ninety (90) days' service shall be credited with one (1) year of vacation credit.

5. Vacation Time Off – ~~the work week equivalent to the employees schedule~~
  - ~~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)~~
  - a. One (1) week of vacation is equal to seven (7) consecutive days of vacation commencing on the first day of the employee’s regular schedule.
  - b. One (1) day of vacation is equal to a twenty-four (24) hour period commencing with an employee’s regular scheduled start time.
  - c. All weeks not designated by the company (second week) will be allowed to be taken as day-at-time DATV or in full weeks at the employee’s discretion
  - ~~b. Weeks Two and Four – seven (7) consecutive days of vacation as outlined in 6.a.; or may be taken as Day-at-a-Time vacation (DATV).~~
6. Vacation Pay – the hours of pay to which an employee is entitled during vacation time off as defined in 5 ~~a. and b.~~ above.
  - a. ~~For those not electing lump sum payout of their vacation pay in June each year (as set forth in G below), the~~ Vacation pay ~~for DATV~~ will be paid in the pay period in which ~~each the~~ 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	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. **This eligibility begins on the first day of employment.**
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** 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.
4. **Employees may not use vacation days to extend their separation dates and benefits. The only exception to this rule is employees who are eligible for retirement, i.e., at least age fifty-five (55) with at least ten (10) years of service or age 65 and over with any amount of service.**

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 C. above– the hourly employee’s regular job classification straight time rate in effect on the date of termination.
2. All vacation rates of pay shall include any applicable shift differential for employees regularly assigned to ~~swing or graveyard~~ a shift which includes a shift differential.

#### 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~~ Vacation payment 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. ~~Any unused vacation will be paid on the first full paycheck following the vacation base year.~~

#### H. Vacation Scheduling

In scheduling vacation periods, the following provisions shall apply:

1. ~~For the second week, the Company may elect to designate a specified week to close down all or part of the operation, designate the week as an individually scheduled vacation week, or classify the week as a Day-at-a-Time option. 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 The Company~~ 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~~ second week, such closure may be scheduled at any time during the vacation base year.
3. ~~If the Company elects to stagger vacation periods individually;~~ For vacation weeks not designated by the Company, 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~~ April 15. ~~for all vacation weeks. Requests for Day-at-a-Time vacation days will be considered on a first come, first served basis. First priority for these requests will be given to those requesting full week blocks, followed by those requesting Day-at-a-time days. Vacation requests submitted after April 15 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.~~ (Note: Vacation sell back will be paid at straight-time and will not count toward the computation of overtime.)
  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.