



IAM District W24

Locals W130, W246, W261, and W536

Tentative Agreement Economic Summary

General Wage Increases:

| Weyerhaeuser General Wage Increases Over Life of Contract | | | | | |
|---|------------------|------------------|------------------|------------------|--------------------------------|
| | June 1, 2026 | June 1, 2027 | June 1, 2028 | June 1, 2029 | Total |
| General Wage Increase: | 1.5% increase | 2.5% increase | 3.5% increase | 3.5% increase | 11% over life of agreement |
| Average Annual Increase per Year | \$1,042 per year | \$1,763 per year | \$2,530 per year | \$2,619 per year | \$7,954 over life of agreement |

- All wage increases will be effective the payroll Monday, June 1st following ratification.
- The current average wage across all units is \$33.40. This will increase to \$37.23 per hour by the end of this contract, up \$3.82 per hour (not including any premiums, or shift differentials or adders).
- This agreement will deliver \$7,954 more in base straight time wages for the average employee working 2,080 hours per year over the life of the contract.

Ratification Bonus: \$3,000

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 payroll and actively working at the time of payment, paid within 45 days following ratification. The ratification bonus will be paid as 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.

- The \$3,000 ratification bonus is equivalent to a one-time \$1.44 per hour or one-time 4.3% wage increase (assuming 2,080 hours worked in a year on the current average wage of \$33.40).

All details tentative pending membership ratification



Pension Retirement Increases:

For employees in the Defined Benefit Pension Plan:

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

An employee working for 25 years at the benefit level effective in 2029 would receive a pension benefit of \$1,387.50 per month in retirement (at full retirement age subject to plan provisions).

401k Increases Over Life of Contract:

The current automatic Company 401k contributions and matches will grow with the general wage increases applied to all positions. As wages increase so too will all 401k contributions and matches. (Based on the current average wage across all units: \$33.40). On average this will amount to:

| Company 401k Increases Over Life of Contract | | | | | |
|--|---------|--------------|--------------|--------------|--------------|
| | Current | June 1, 2026 | June 1, 2027 | June 1, 2028 | June 1, 2029 |
| 5% Automatic Contribution (for eligible employees) | \$3,474 | \$3,526 | \$3,614 | \$3,741 | \$3,872 |
| Company Match (assumes employee contributes 5% to 401k) | \$1,737 | \$1,763 | \$1,807 | \$1,870 | \$1,936 |

All details tentative pending membership ratification



Health and Dental Insurance:

Employees will now have the option to enroll in health and dental insurance separately. Employees can choose to enroll in only medical, only dental, or opt out completely. They can also enroll at different tiers of coverage (for example, Employee Medical and Employee + Family Dental).

- The current benefits levels, deductibles and coverage were not modified during these negotiations.
- Annual Health Savings Account (HSA) contributions remain \$300 per year (individual) and \$600 per year (family).

Health insurance premiums will be paid per check at the following rates each year:

| Employee Medical Premiums (per paycheck) | | | | | |
|--|---------|-------------|-------------|-------------|-------------|
| | Current | Jan 1, 2027 | Jan 1, 2028 | Jan 1, 2029 | Jan 1, 2030 |
| Employee | \$12.00 | \$12.00 | \$18.00 | \$25.00 | \$25.00 |
| Employee +1 | \$24.00 | \$24.00 | \$33.00 | \$46.00 | \$46.00 |
| Employee + Family | \$32.00 | \$32.00 | \$47.00 | \$66.00 | \$66.00 |

- These rates are on average only 4.9% of the total health premiums the Company pays.

Since dental coverage is now a separate option for employees, those who enroll will pay the following dental insurance rates:

| Employee Dental Premiums (per paycheck) | |
|---|--|
| | Effective Jan 1, 2027 (for life of contract) |
| Employee | \$3.43 |
| Employee + Family | \$9.60 |

Access to Machinists Custom Choice Benefit Programs

- Employees will now have the ability to enroll directly in Machinists Custom Choice benefit programs. These programs offer supplemental insurance plans that provide additional benefits in the event of medical hardship. <https://ebsworksites.com/>

All details tentative pending membership ratification



Overtime:

Scheduled overtime will continue to be prohibited across all locations (unless expressly allowed in a local contract).

All agreements will now reflect a 40-hour work week standard for the computation of overtime. Vacation, Holiday, Jury Duty, and Bereavement will count towards the forty hour requirement. This will increase the compensable hours going towards overtime at some locations.

- This 40-hour standard aligns overtime calculations with newly passed federal tax breaks that offer up to \$12,500 (single) or \$25,000 (if filing jointly) in federal tax deductions for overtime pay.

Vacation:

- All vacation not designated by the Company (only the second week) can be taken as Day-At-A-Time.

Weyerhaeuser Recreation Access Permits:

- IAM Weyerhaeuser employees will now receive a 25% rebate on all rec access permits, up from 15%, beginning in 2027.
 - Note this change will not be reflected in the contract but has been extended to all employees and confirmed at the bargaining table.

Shift Premiums

- *For Longview Yard, Olympia Yard, Oregon Trucking and Washington Trucking:* The shift differential for swing or second shift will have a \$0.25 per hour increase (\$1.25 new shift differential). An additional \$520 per year (based on 2080 straight time hours)
- *For Raymond, Cottage Grove, Longview Mill and Santiam:* The shift differential for swing or second shift will have a \$0.25 per hour increase per hour (\$1.25 new shift differential) 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.
 - This is a change from how shift differential is applied today, and you should look at how your specific schedule would be affected.
 - 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.
- Longview:
 - Electrician and millwright classifications will receive a \$.75 increase per hour of pay. An additional \$1560 per year (based on 2080 straight time hours).
 - 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. An additional \$830 per year (based on 2080 straight time hours).
- Cottage Grove and Santiam:
 - All employees in the electrician and millwright classifications will receive a \$.40 increase per hour of pay. An additional \$832 per year (based on 2080 straight time hours).

This summary of the economic impact of the Best Last and Final proposal is provided for your information and to provide clarity, and not intended to replace the final proposal as presented.