

AGREEMENT

Between

WEYERHAEUSER COMPANY

Santiam Operations And

Local Lodge No. W246, I.A.M. & A.W.

June 1, 2022 - May 31, 2026



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 Working Agreement Between
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 And
 LOCAL LODGE W246, INTERNATIONAL ASSOCIATION OF MACHINISTS and AEROSPACE
 WORKERS

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**WORKING AGREEMENT
SANTIAM SAWMILL**

AGREEMENT

This Agreement made and entered into February 15, 2008, and revised effective June 1, 2022, by and between WEYERHAEUSER COMPANY, SANTIAM SAWMILL, hereinafter known as the Company, and Local Lodge W246, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, hereinafter known as the Union.

ARTICLE 1

INTENT AND PURPOSE

The purpose of the Agreement is to record the understandings of the parties regarding wages, hours, and working conditions.

The parties to the Agreement recognize the responsibilities mutually imposed upon them and realize that to provide opportunities for continuing employment, good working conditions, and adequate wages, the Company must be able to operate safely, efficiently, and at the lowest possible cost.

Accordingly, all parties to the Agreement accept responsibility for the above and for the assistance in the attainment of the above objectives. To this end, the Union agrees to encourage its members in their efforts to assure a full day's work and will actively combat absenteeism and any other practices that would restrict and limit safe production. All parties to this Agreement will exercise their best efforts to operate safely, improve production, conserve materials and supplies, and improve quality.

ARTICLE 2
RECOGNITION

The Company hereby recognizes the Union as the exclusive collective bargaining representative with respect to wages, hours, and other working conditions, for all full-time and regular part-time production and maintenance associates, employed by the Company at its Santiam Sawmill facility; but excluding all office clerical associates, sales associates, managerial associates, guards, team leaders, and summer hires.

ARTICLE 3
OPERATING PRINCIPLES

The parties agree that the following principles shall be applied in administering this agreement:

- There will be an uncompromising continual commitment to safety which means operating with zero incidents. This will be accomplished through training, coaching and positive reinforcement. However, discipline will be supported when it's necessary.
- Operate the most efficient and cost-effective mill in its class, challenging all of our processes, procedures, and practices against this standard.
- Provide an organization structure that ensures teaming and allows associates to utilize their full potential.
- Work without constant direction and take initiative to do tasks without being directed to do so.
- Help each other without concern about job boundaries.
- Strive for continuous improvement and be involved in setting and working towards business goals.
- Participate in facility improvements and solutions of problems.
- Communicate with customers.
- Seek out and participate in training to increase job skills, performance, and self-improvement as paid for by the Company.
- Work safely to protect themselves and others.
- Measure, record, and communicate information.
- Communicate openly and honestly.
- Comply with all posted rules.

- Any associate, whether covered by the Working Agreement or excluded, may perform work to enhance efficiencies for the operation provided this does not result in lay off or failure to recall bargaining unit personnel.
- Provide associates wages, benefits, and working conditions competitive with others in the business.
- Provide educational programs that promote associate growth.

ARTICLE 4

MANAGEMENT RIGHTS

Except as expressly modified by a specific provision of this Agreement, all the authority and rights which the Company had prior to the signing of this Agreement are retained by the Company and remain exclusively and without limitation the rights of management. Only express modifications contained in specific provisions of the Agreement constitute limitations upon such authority and rights.

Examples of authority and rights which are hereby vested in the Company, with only such modification as is expressly stated in a specific provision of the Agreement, include, but are not limited to the following: The right to schedule, adjust, and assign work and hours of associates; to assign and require overtime work to meet customer commitments and requirements; to determine the products to be manufactured and the methods and processes of manufacturing; to hire, promote, transfer, reclassify, suspend, discipline, demote, curtail, or discharge associates; to determine the work to be done in the plant by the Company's associates; to determine the size of the work force and the amounts and kinds of supervision necessary; to establish or change rules and safety standards; to contract out work; to establish or change production/work standards; to establish or change standards of quality and quantity of work; and to determine the creation, continuance, termination, change or consolidation of jobs or of partial or total operations. If the Company does not exercise rights reserved to it or if it exercises such rights in a particular way, it shall not be deemed a waiver of the right to exercise such rights or of the right to exercise such rights in other ways not in conflict with the express terms of this agreement.

ARTICLE 5

UNION SECURITY

All associates covered by this Agreement, as a condition of employment, on the thirty-first (31st) day following the date of the signing of this Agreement or on the thirty-first (31st) day from the beginning of their employment, whichever occurs last, shall become, and remain members of the Union to the extent of keeping paid all regular initiation fees and regular dues as set by the Union. The Union shall notify the Company in writing of any associate who fails to become or remain a member of the Union. If such associate does not become a member within three (3) days or reinstate his/her membership within five (5) days (whichever is applicable) after receipt of such notice by the Company, the associate shall be discharged.

. ARTICLE 6
VOLUNTARY CHECKOFF

The Company agrees to deduct from the pay of each associate who authorizes such deduction, initiation fees, and monthly dues, and to remit such deductions to the Local Union once a month, together with a list of the associates showing the amount deducted from the pay of each. The Financial Secretary of the Union shall inform the Company in writing of these charges to be deducted and any change which may be authorized from time to time.

Checkoff Authorization:

I hereby authorize the Company to deduct from my pay the amount of the initiation fees and monthly dues, as specified by the Financial Secretary of the Local Union, to be remitted to the Local Union each month.

"In the event official written notice is received from the Local Union that the monthly dues have been changed while this authorization is in force, my Company is authorized to deduct from my wages each month thereafter such amount as is specified in said notice from the Local Union."

I agree that this assignment of wages shall be irrevocable for a period of one (1) year from its date or until the expiration of the contract (whichever occurs first) and that it will be automatically renewed and irrevocable for an additional year from each of its anniversaries or each anniversary date of the contract (whichever occurs first) unless I submit a written revocation by registered mail to the Company within the ten (10) days preceding the anniversary date of this authorization or the expiration date of the contract (whichever occurs first).

Date _____ Signature _____

ARTICLE 7

WORKSYSTEMS AND TEAMS

The Santiam Lumber Operation is organized around work teams and the intent of this Article is to describe the associate's responsibility within those teams and the principles of team operation.

Responsibilities of Associates in Work Teams -- Associates may be assigned to specific tasks as their primary responsibility, according to their abilities, qualifications, and experience. Additionally, each team member is also responsible for the following:

- A. Safety -- his own, and that of all team members.
- B. Housekeeping
- C. Maintaining smooth product flow.
- D. Some machine maintenance and adjustment (further defined in D below).
- E. Maintaining machine "up-time." (Note: "Up-time" is the time that a machine or work group is productively working to fulfill its goal or to carry out its function. Opposite of "down-time").
- F. Maintaining required product quality.
- G. Learning other skills according to the team training plan.
- H. Acting cooperatively and helping to achieve all of the above requirements.

Principles of Operation -- The following principles will guide the performance of all associates assigned to work teams:

- A. Associates generally work in teams and will work together to achieve team and plant goals.
- B. Each team member will work to become competent in a variety of tasks (machine operation, some maintenance [further defined in Paragraph D below], understanding of grade recovery, quality standards, etc.).
- C. Operators and maintenance associates will be expected to be multi-skilled and exhibit total flexibility in flow to work. This will include some level of job rotation. Maintenance associates will operate equipment as agreed to in the 2007 *Oregon Maintenance Agreement*. Operating associates will perform maintenance work.
- D. All associates, both operations and maintenance, will perform preventative/predictive maintenance checks, minor repairs, and quality checks and keep records and perform paperwork, including electronic record keeping.

Preventative/ Predictive Maintenance tasks include but are not limited to the following:

1. Machine repairs (tighten bolts, replace hoses, replace guards, minor machine adjustment, etc.) which can be performed safely.
2. Put conveyor chains back on sprockets.
3. Lubrication
4. Painting
5. Operating forklifts and other mobile equipment.
6. Using any tool or item of mill equipment except those restricted by the Company.
7. Assisting maintenance personnel.

Although associates will work primarily within their own team, they will be expected to flow to other tasks or to other areas.

ARTICLE 8
PLANT COMMITTEE

Success at Santiam will be enhanced by regular and effective communication. There will be a Plant Committee of not more than five team members, no more than two of whom will be drawn from any of the following areas: shipping, log yard, maintenance, and operations. These members will be elected by a plant wide vote of the membership. This distribution is expected to enhance communication, problem solving, and dispute resolution across the entire organization and to facilitate coverage for associates attending meetings. Associate representatives will be paid at their regular rate of pay for meetings scheduled by the Company.

ARTICLE 9
PROMOTIONAL COMMITTEE

There will be a promotional committee of not more than five team members, no more than two of whom will be drawn from any of the following areas: shipping, log yard, maintenance, and operations. These members will be elected by a plant wide vote of the membership. This committee will be responsible for recommending which associates will be provided with training opportunities and promotions or job changes. The promotional committee will rotate one member every six (6) months, through the election process. A current Member may be reelected. The promotional committee will meet within fourteen (14) days of the job posting being taken down. Associates can only serve on one committee (plant or promotional) at a time.

ARTICLE 10
SAFETY COMMITTEE

There will be a Central Safety Committee of not more than five team members. This is not to limit other team members from participating in safety subcommittees or activities as deemed necessary. No more than two Central Safety Committee members will be drawn from any of the following areas: shipping, log yard, maintenance, and operations. These members will be elected by the membership of their respective areas. Associate representatives will be paid at their regular rate of pay for meetings scheduled by the Company.

The safety committee will be an active committee who meets monthly to work on initiatives that contribute to the operation's success in eliminating injuries, ensuring the safety of our associates, contractors, visitors, and those with whom we do business. Some of the committee's objectives include but are not limited to:

1. To ensure safety awareness, discourage unsafe behaviors and eliminate/minimize unsafe conditions.
2. To establish and maintain those safety standards, systems and behaviors that will result in an injury-free environment, eliminate equipment damage and property loss, and to look for opportunities to make systemic changes to improve our safety results.
3. Participate in safety training, audits, inspections, HSE and other safety teams, incident investigations and identifying root causes.

ARTICLE 11
GRIEVANCE PROCEDURES

- A. A grievance is defined to be any matter involving an alleged violation of an express provision of the Agreement by the Company arising during the term of this Agreement as a result of which the aggrieved associate maintains that his rights or privileges have been violated by reason of the company's interpretation or application of the provisions of this Agreement.
- B. 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.
- C. It is the intent of this grievance procedure to settle all disputes or complaints at the point of origin. If such complaint or dispute arises during the life of this Agreement, it shall be handled in the following manner:

Step 1:

An associate seeking to adjust a grievance must report the grievance to his/her immediate team leader within three (3) working days; failure to do so will result in waiver of the grievance. It is expected that the associate and the immediate team leader will cooperate in a problem-solving effort to resolve the grievance at this point in the process.

Step 2

Where the grievance remains unresolved, the associate, accompanied by his/her shop steward or plant committee person, shall meet with his/her Team Leader within an additional five (5) working days. Problem-solving techniques will be utilized at this step.

Step 3:

Where the grievance remains unresolved, such grievance shall be presented at the Plant Committee meeting. If within fifteen (15) days the Plant Committee determines to pursue the grievance, it shall be reduced to writing, stating the provision(s) of the Agreement allegedly violated, and signed by the aggrieved associate, shop steward or committeeperson, and the team leader, and the Plant Committee may meet with the Department Manager.

Step 4:

If the grievance remains unresolved at this stage a meeting between mill management represented by outside HR and the Union represented by the Union's Business Representative will be conducted within fifteen (15) workdays to resolve the grievance.

- A. If no settlement is reached in Step 4 above and the Union 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 4, the grievance shall be considered settled on the basis of the final decision rendered to the aggrieved party.
- B. Unless indicated otherwise, 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.
- C. There shall be a permanent panel of seven (7) arbitrators pre-selected and agreed upon by the Union and the Company which 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.
- D. 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. The arbitrator shall render no award that shall be retroactive beyond the date the grievance was originally filed with the Company. Any decision by the arbitrator shall be final and binding upon the parties concerned.

- E. Unless otherwise agreed to in writing, the arbitration shall be convened and the matter in dispute shall be heard as soon as practicable after the arbitrator has been selected.
- F. Bench decisions are preferred by the parties absent unusual circumstances. In all cases the arbitrator will be required to reduce his/her award to writing within thirty (30) days after the close of the hearing and shall state the reasons for reaching that award.
- G. 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.
- H. 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 Company. Such waiver by the Union, or granting by the Company, shall not constitute a binding precedent upon the parties in the event of a recurrence of a similar situation.
- I. While any grievance or complaint other than suspension or discharge is being considered under the grievance procedure herein provided for, the associate or associates 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 associate or associates involved shall continue to have all the rights and privileges provided for by this Agreement. Any suspension or discharge shall automatically go to Step 3 of this procedure.

It is mutually understood and agreed that associates, Shop Stewards and Plant Leadership Committee members shall wait until breaks, lunch periods or before or after shift to discuss labor matters.

ARTICLE 12

STRIKES AND LOCKOUTS

- A. The Union and the associates, individually or collectively, will not, during the life of this Agreement, encourage, cause, or take part in any strike, work stoppage, work interruption, work interference, slowdown, sympathy strike, picketing or boycott against the Company. The Company will not engage in a lockout during the term of Agreement.
- B. An associate engaging in action in violation of this section shall be subject to discharge and the imposition of any lesser disciplinary penalty shall be within the discretion of the Company. Only the question of fact as to whether or not any particular associate has engaged in any action in violation of this section shall be subject to the grievance and arbitration procedure.
- C. No associate shall be disciplined because of the exercise of his/her right to recognize a lawful, primary picket line recognized or sanctioned by the Union.

ARTICLE 13
HOURS OF LABOR

Normal Workday - the normal workday shall be determined by the Company consistent with its determination to maintain flexible and efficient operations. The normal workday shall consist of 24 hours. Start times for associates may vary and may be staggered to provide for flexible and efficient operations.

Normal Workweek - The work week will start on Monday and end on Sunday.

The Company may schedule hours of work, and/or designate the work week, differently provided associates in the affected department(s) are given at least seven (7) calendar days' notice of such change. The Company agrees to inform the Plant Committee of such changes. However, changes to individual associate work schedules in order to meet non-deferrable operational needs shall not be subject to the notice requirements provided herein. The team leader will give the individual associate(s) as much notice as possible. The work schedule will allow for consecutive days off whenever practicable.

Adjusting Lunch Periods: 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 hour from established schedules to accommodate repairs.

Paid Lunches: Those employees identified by the Company as necessary to be on call for work through lunch, shall be paid for their full lunch period.

ARTICLE 14
OVERTIME

Nothing in this Agreement guarantees or limits the number of hours per day (up to 16 hours, unless it's exceptional circumstances) or days per week that an associate may work.

Where the Company determines that overtime work is required to satisfy customer commitments or requirements, sufficient competent personnel will be available if there are insufficient personnel available on a voluntary basis. Where scheduled overtime involves a full work team they will be expected to work or provide a suitable replacement per agreement with the team leader. Unscheduled overtime or scheduled overtime involving less than a full work team will be handled via a sign-up sheet and overtime will be equitably shared insofar as possible.

If insufficient competent personnel are made available through application of the above procedures, associates may be required to work overtime on a "senior may/junior must" basis to satisfy customer requirements or commitments. Associates required to work overtime, or an additional shift will be notified as soon as possible by their team leader, once the team leader is aware of the requirement. Safety meetings and training will be required both during and outside regularly scheduled shifts. When shifts are scheduled consecutively, associates not relieved by their replacements may be required to stay for up to two (2) hours.

Overtime Pay: Time and one-half (1/2) will be paid for all hours worked in excess of the associate's regular schedule and for all hours worked on scheduled days off after the associate has worked a total of forty (40) hours in his/her scheduled work week. Time lost from work for which an associate is compensated due to a holiday, bereavement leave, jury duty, grievance meetings, and safety meetings shall count as time worked in computing weekly overtime. Daily overtime will not be included in computing weekly overtime.

There shall be no pay for time not worked. Should a senior associate be overlooked in the allocation of overtime, the Company will schedule such associate to provide the opportunity to work overtime on the next schedule available to him/her to offset the overtime hours lost. This provision is subject to the following conditions:

1. The associate must notify supervision within five (5) working days of the infraction.
2. Productive work will be provided within ten (10) working days of the resolution of the infraction. If the associate rejects the work offered during this period, the Company will be relieved of the obligation to provide further overtime to fill its commitment and the issue will be considered closed.
3. In providing productive work, the Company will not infringe on the seniority rights of other associates.
4. The ten (10) workday provision may be extended by mutual agreement.

ARTICLE 15

REPORTING PAY

Associates reporting for work, 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 were not required. This rule shall not apply if breakdown occurs during the regular shift or if the failure to put such associates to work is caused by something which the Company could not reasonably foresee in time to give such notice.

ARTICLE 16

CALL TIME

After leaving the Company's premises following completion of their regular shift, associates called back to work prior to but not contiguous with their next regularly scheduled shift shall be paid three (3) hours at their regular straight-time rate of pay, or for the hours actually worked whichever is greater.

ARTICLE 17

SENIORITY

Definition: Seniority is a full-time associate's right of preference with respect to those matters expressly set forth in this Agreement.

There shall be two (2) types of seniority: Job seniority and plant seniority, which are defined as follows:

- A. Job Seniority - Means the length of service in a given job classification. For curtailment purposes, job seniority continues to accrue on all previous jobs held over forty-five (45) days at work from the date of the associate's most recent successful bid into that job classification. Job seniority shall give the associate shift preference to posted job vacancies within his/her job classification. Should two (2) or more associates have identical job seniority dates; the matter will be decided by plant seniority.
- B. Plant Seniority - Means length of continuous service from most recent date of hire commencing on the ninety-first (91st) day at work after employment and retroactive to first day of employment. Should two (2) or more associates have identical plant seniority dates, the matter will be decided by Company seniority; if these are identical (as may be the case for outside hires), numbers will be drawn to establish seniority ranking.
- C. Seniority and the employment relationship shall be broken and terminated if an associate quits for any reason or:
 - Is discharged for cause.
 - Fails to report for work after layoff within seven (7) days after receipt of a registered letter which had been sent to his/her last known address.
 - Misses a work shift without notifying their immediate team leader or the department manager of their absence by the beginning of their next scheduled shift unless circumstances beyond their control prevent them from doing so.
 - Performs no work for a period of twenty-four (24) months or for a period of time equal to an associate's seniority, whichever is shorter.
 - Fails to report to work at the end of a leave of absence or an extension thereof.

- D. Bargaining unit associates who are used by the Company as relief team leaders/lead persons shall continue to accrue all seniority rights while acting in the relief team leader capacity.
- E. Probationary Associates - A new associate shall be considered a probationary associate for the first eight hundred eighty (880) straight time hours at work including straight time and overtime. Such an associate may be discharged or laid off at any time with or without cause. During the probationary period, the associate shall not be entitled to any benefits under this agreement (except for holiday pay after 30 days and are allowed to bid on vacancies after 440 hours worked, see holiday article).
- F. The Union will be given a minimum of one hour of paid time with new hires during their probationary period. Thirty (30) minutes of which will take place within the new hire's first thirty (30) calendar days of employment.

ARTICLE 18

LEAVES OF ABSENCE

Any associate 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 associate for as long as the associate fills the permanent union position. Associates absent pursuant to such leaves of absence shall retain all seniority rights. All such leaves of absence shall be granted in writing by the Company and a copy of the letter granting such leave shall be filed with the Union and the Associate.

Upon expiration of such leave of absence, the associate will give at least ten (10) working days written notice to the Company before returning from said leave of absence. Any associate who is transferred to a team leader or clerical position of the Company is considered as being on a leave of absence. For up to one (1) year any such associate retains seniority rights to the job classification he/she left and may bump back to said job classification.

Any associate who enters the Armed Services of the United States Government or those who have been granted a leave of absence shall retain all seniority rights and privileges as an associate of the Company.

All leaves of absence shall be granted in writing by the Company and a copy of the letter granting such leaves shall be filed with the Local Union and the Associate.

ARTICLE 19
JOB POSTING AND BIDDING

- A. In the event a permanent vacancy occurs which the Company desires to fill, notice of such vacancy shall be posted for one week. The posting shall include a general description of the job. Associates desiring to bid on posted jobs may do so by signing his/her name in the space provided.
- B. In filling posted job vacancies, associates within that job classification will be allowed to exercise their job seniority for shift preference. Once this has been completed, any remaining vacancy will be posted for plant-wide bid. The Promotional Committee will make recommendations, from the job posting, based on the following:
 - Qualifications: Qualifications will be based upon technical skill, knowledge, ability, teamwork, and previous experience on closely related or identical work, satisfactory performance, attendance, and safety records.
 - All else being equal seniority shall prevail.
- The Promotional Committee will be responsible for making recommendations based on the foregoing criteria. Recommendations shall be accepted as final except in unusual circumstances.
- C. Nothing contained in this section shall prevent the Company from temporarily filling a job vacancy until it is determined whether there are bidders for the job or whether such bidders are substantially qualified for the job. If there are not bidders or no substantially qualified bidders, nothing contained in this section shall prevent the Company from offering the job to any associate it deems qualified or hiring a new associate for the job.
- D. A successful bidder awarded a new job shall have up to forty-five (45) days at work as a qualification period. If, during this forty-five (45) day at work qualification period the Company judges the associate unsatisfactory to perform the job in question, the associate will be returned to his/her former job, shift, and rate. This forty-five (45) day period may be extended by mutual agreement of the Company and the Union. If the associate wishes to give up the job or self-disqualify, they will have twenty-one (21) calendar days to do so and will be returned to his/her former job, shift, and rate. Should the successful bidder give up a job or be disqualified from the job during the trial period after assuming said job, the job will be awarded to the qualifying second bidder. Should the second bidder give up the job or be disqualified from the job, the job will be reposted for plant wide bid. Successful bidders shall be paid the higher between their previous job or current bid job from the date of their successful bid.
- E. It is understood that the qualification period pertains only to associates bidding new jobs, and as such, does not apply to associates changing shifts in the same job classification.

Such an associate would already be considered qualified, provided he/she had completed a minimum of forty-five (45) days at work in the classification at time of shift change.

- F It is understood that "job shopping" will not be permitted. An associate who is disqualified by the Company during the trial period will be eligible to exercise his/her seniority to bid for any opening that is posted after the date of disqualification. Associates will be limited to two (2) successful bids in a rolling 12-month period. An associate assigned to fill a permanent job without having bid for the job will not have any of the above restrictions from bidding because he/she did not receive that job by bidding in the first place.
- G An associate who bids out of a particular job classification and later bids back into the same classification will establish a new job seniority date as of the date of his/her most recent bid into the classification.

ARTICLE 20

NON-BARGAINING UNIT ASSOCIATES

There are no restrictions upon individuals outside of the bargaining unit, such as managerial or team leader associates assisting associates performing work normally performed by associates in the bargaining unit; however, this provision is not intended to allow non-bargaining-unit personnel to permanently replace a bargaining unit associate.

Technical salaried associates and contractors, as necessary, will monitor, trouble shoot, and adjust the operating equipment in the mill.

There shall be no restrictions or limitations pertaining to the Company's right to contract or subcontract work, provided such contracting or subcontracting does not result in the lay-off of, or failure to recall bargaining unit associates. All associates shall be required to work together harmoniously with contractor associates as directed or assigned to ensure the efficiency of the operation. Where the Company has the right to use contractors, the Company won't use contractors at rates lower than the rates paid to bargaining unit associates for the same work. This provision is not intended to allow non-bargaining-unit personnel to permanently replace a bargaining unit associate.

ARTICLE 21

DRUG TESTING

Weyerhaeuser is committed to providing a safe and productive environment for all associates. The use of mind-altering drugs, including alcohol, by anyone on Company property represents an unacceptable safety risk to our associates. Our standard is one of zero tolerance.

All associates must report for work with no measurable amount of alcohol or illicit drugs, intoxicants, or controlled substances in their system or in their possession. This includes abuse of prescription drugs, which is also a violation of this policy. Such could create a safety hazard for themselves and their coworkers or it could result in property damage. The substance and levels at which samples shall be called positive will be consistent with DOT regulations.

Because of the greatly increased chance of incidents and injury to the user and/or coworkers, any associate, while on Company property, who either: a) uses, possesses, dispenses or receives; or b) reports for work under the influence of a controlled substance, intoxicant or illicit drug will be disciplined up to and including discharge, and when appropriate, referred to law enforcement agencies.

The Company may require that an associate submit to a drug test for reasons of behavior, conduct, or involvement in certain incidents at work to rule out the possibility of alcohol or drugs, whether consumed on or off Company property, as a potential cause. As an aid in meeting our objective to provide associates with a safe and drug free work environment, the Company will maintain a sweep (randomly selected work teams or groups, including salaried representatives, to test as a group) drug testing program. Failure to submit to a required drug test or failure to provide a valid sample will be grounds for immediate termination.

It is the intent of the Drug and Alcohol policy to correct problems associated with drugs and alcohol through appropriate treatment rather than to initially penalize associates based on test results. Therefore, an associate who has a non-negative test result, or voluntarily agrees to assistance in lieu of a required test, will have one (1) opportunity to enter into a written agreement of commitment (Last Chance Agreement) and participate in an appropriate treatment program as determined by a professional counselor. Any associate who enters into an agreement of commitment and later tests positive, or otherwise violates the agreement, will be terminated. 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. Associates who are in their probationary period (880 hours) will not be offered a Last Chance Agreement.

ARTICLE 22
CURTAILMENT PROCEDURES

- A. When curtailments are necessary, they will be arranged with all possible fairness to those associates involved. There shall be two (2) distinct curtailment procedures, one for temporary curtailment and one for a permanent curtailment.
- B. Temporary Curtailment: In a temporary curtailment (not to exceed fourteen (14) calendar days), associates will be laid off by their job seniority as their individual job and shift are curtailed. These associates will then be called back to work as their individual job and shift is reestablished.
 - It is possible during a temporary curtailment that associates may be reassigned to other work, including training, and shall not be entitled to exercise their seniority to bump less senior associates while in training until fourteen (14) days have elapsed.
- C. Reduced Workweek: The Company shall have the right to reduce the workweek for associate(s) rather than lay off associates where it is deemed practical to do so.
- D. Permanent Curtailment: A permanent curtailment is defined as a curtailment which will last longer than fourteen (14) calendar days. Any associate losing his/her job through a permanent curtailment shall exercise his/her seniority in the following manner:
 - i. When a permanent job curtailment occurs, the associate with the least job seniority in that job classification will be first curtailed. The curtailed associate who was so displaced will then return to his/her last permanent job and shift, replacing the associate with the least job seniority. In the event the associate's last permanent job and shift is no longer in operation or the associate does not have sufficient job seniority to claim said job, the associate will then return to his/her next previous job and shift. etc.
 - ii. A curtailed associate, who has no last permanent job and shift to return to, may then exercise his/her plant seniority and replace the last associate hired in the plant holding a permanent job which the curtailed associate is immediately qualified to perform and has the seniority to claim.
 - iii. Any curtailed associate returning to his/her last permanent job and shift shall revert to his/her last job seniority date in that classification.
 - iv. An associate who is displaced from his/her job as a result of a returning absent associate will return to his/her former job and shift.
 - v. Job bidders will accrue seniority on the job to which they have bid after they have successfully completed the thirty (30) days at work probationary period. Associates who have not completed the probationary period will have no recall rights to said job under this article.
- E. Associates on curtailed status from a particular job and shift which is later reestablished or becomes vacant shall have first rights to return to said job and shift with full seniority rights

restored, provided they exercise said rights at their first opportunity. Failure to do so, forfeits all rights to said job except by bid. This procedure will occur before shift preference is allowed by associates in the classification.

F. For the purpose of this Curtailment Article, all associates displaced or "bumped" as a result of curtailment shall be considered as curtailed and subject to the aforementioned curtailment procedure.

ARTICLE 23

TEMPORARY TRANSFER

Associates are expected to perform duties to which they may be assigned. If work of a higher classification is temporarily required of any associate, he/she shall receive the wage of the position to which he/she has been assigned providing he/she is in the job classification for four (4) hours or more and is deemed qualified to perform the work. If any associate is temporarily shifted to any position paying a lower wage than he/she has been receiving, no reduction in wages shall be made. An associate who is transferred to a lower paying job classification in a layoff situation shall receive the lower rate of pay.

ARTICLE 24

WAGES

A. Wages - Appendix A, Wage Schedule, attached hereto, by this reference is made a part of this contract.

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

- a. 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.
- b. 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.
- c. 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.
- d. 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.

C. Shift Differential - In addition to the wage rates established for day or first shift associates, the Employer shall pay a shift differential of one dollar (\$1.00) per hour to all associates working any shift in which one half or more of the regularly scheduled work hours fall after 6 p.m. or prior to 6 a.m.

D. Weekend Differential – In addition to the wage rates established for associates, the Employer shall pay a weekend differential of one dollar (\$1.00) per hour to all associates scheduled to work on Saturday or Sunday.

E. Associates assigned to the 13-hour shift posture will be paid for forty (40) hours provided they have worked all of their regularly scheduled hours.

F. Temporary college students may be hired to work from May 15 through September 15 for summer break and during other school breaks (Christmas, Spring Break) as needed at specially negotiated rates of pay. These temporary summer students are not covered by the seniority, holiday, vacation, bereavement leave, jury duty, or pension articles in this collective bargaining agreement. Students who are children of Weyerhaeuser associates will be given preference when hiring under this provision.

G. Direct Deposit- 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 25

HOLIDAYS

- New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, "the day following Thanksgiving Day," "the day before Christmas Day," Christmas Day, "the day before New Year's Day," and two floating holidays shall be recognized as paid holidays for all qualified associates.
- Christmas Day (December 25) shall mean a twenty-four (24) hour calendar day period commencing at 12:01 a.m. and ending at 12:00 midnight.
- Two (2) additional floating holidays will be provided and applied as follows:
 - One 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 designated vacation.
 - One will be an individual floating holiday. It shall be the employee's responsibility to give the supervisor adequate notice. Employees must receive approval prior to taking the requested floating holiday. Management will approve floating holiday requests subject to operational needs. Eligible associates may receive pay in lieu of time off for his/her floating holiday(s) if he/she makes written application. The Company will not designate floating holidays during weeks when the Company has elected to close down all or part of the operation.

Paid holidays recognized by this Agreement shall be observed on the day that it falls on the calendar unless the Union and the Employer agree to a different holiday schedule on an annual basis.

A. Holiday pay shall be computed at the qualified associate's regular job rate of pay, including any applicable shift differential, for his/her regular straight-time work schedule. Qualified associates will receive holiday pay for the hours scheduled in their regular work schedule if the holiday falls on the associate's workday. If the holiday falls on a day the qualified associates are not scheduled to work, they will receive 8 hours of straight time pay.

- B. Work performed on any paid holiday shall be paid for at one and one-half times the associate's job rate of pay.
- C. An associate is qualified for holiday pay if his/her most recent date of hire was at least thirty (30) calendar days prior to the paid holiday.
- D. An employee is qualified for holiday pay (1) if he/she has at least thirty (30) days of seniority prior to the holiday, and (2) works the last regularly scheduled workday 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.

ARTICLE 26

VACATION

- A. Each employee shall be granted Vacation Benefits subject to the provisions of this Article.
- B. Definitions
 - Vacation Base Year – a twelve (12) month period commencing on June 1 and ending on the following May 31.
 - 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).
 - 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.
 - Vacation Credit Years
 - 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.
 - 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.
 - Vacation Time Off
 - 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)
 - Weeks Two and Four – seven (7) consecutive days of vacation as outlined in 6.a.; or maybe taken as Day-at-a-Time vacation (DATV).

- Vacation Pay – the hours of pay to which an employee is entitled during vacation time off as defined in 6 a. and 6 b. above.
- 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

- 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:

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

- Absence due to compensable industrial illness or injury which occurred in the course of employment with the employer.
- Vacation Rate of Pay

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

- 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.
- All vacation rates of pay shall include any applicable shift differential for employees regularly assigned to a swing or graveyard shift.
- 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.

Vacation Scheduling: In scheduling vacation periods, the following provisions shall apply:

- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- In cases of breakdown or other emergency, the notices referred to above may be shortened by agreement between the Local Union and the Company.
- Vacation requests must be approved by the Company.
- No Duplication of Benefits

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

ARTICLE 27

STATE 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 28

PAYDAYS

Associates shall be paid on a bi-weekly schedule. The final pay for voluntary quits or involuntary terminations is payable on the next regular payday.

An itemized accounting of hours worked, wages earned, and deductions made shall be accessible to associates every payday.

ARTICLE 29

REST PERIODS

In addition to a meal period, the Company agrees to provide to all associates three rest periods of fifteen (15) minutes for shifts longer than 10 hours, two fifteen (15) minutes for shifts longer than 8 hours, and of ten (10) minutes for eight-hour shifts.

ARTICLE 30

EMPLOYMENT SUSPENSION AND DISCHARGE

Sometimes discipline is necessary to correct unacceptable behavior through a formal disciplinary procedure.

- Discipline for just cause may include any of the following:
 - Verbal Warning (in writing)
 - Written Final Warning with Suspension
 - Termination

The parties agree that progressive discipline is generally the means of correcting unacceptable behavior except in cases of gross misconduct, inexcusable error, and major safety infractions. Those infractions may result in discharge absent extraordinary circumstances.

Should discipline be necessary, it will be administered in the presence of a shop steward or committee person.

The Company reserves the right to discharge a probationary associate.

An employee will be considered on disciplinary probation for a period of twenty-four (24) months (active employment) from 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 31

JURY DUTY

Any regular associate who is required to perform jury duty, including grand jury duty, will be entitled to reimbursement at the straight-time hourly rate of his/her 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 associate's regular shift schedule. The associate will be required to furnish a signed statement from a responsible officer of the court as proof of jury duty.

Day shift mill associates will be required to report for work if their jury duty ends on any day in time to permit at least four (4) hours work in the balance of their regular shift. Other shift associates will not be required to report for work on any day they have performed jury duty for more than one-half (1/2) day.

Graveyard shift associates, or night shift associates whose regular schedule ends after 1:30 a.m., will have the option of electing to take their jury duty leave on the shift prior to the jury duty service.

Hours paid for jury duty will be counted as hours worked for the purpose of computing vacation pay, health and welfare, pension contributions, and overtime.

The above provisions apply to associates on days they are required to report for jury duty, even though not selected to serve as jury members.

ARTICLE 32

BEREAVEMENT LEAVE

A. When death occurs to a member of an associate's immediate family, the associate shall be granted necessary time off for purpose of bereavement. Said associate will be compensated at his/her regular straight-time hourly rate for hours lost from his/her regular schedule for up to three (3) days (excluding assigned days off) subject to the following limitations:

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

B. Compensable hours under the terms of this Article will be counted as hours worked for computing vacation pay, holiday pay, weekly overtime, health and welfare and pension contributions, or eligibility.

ARTICLE 33
EQUAL OPPORTUNITY EMPLOYER

The parties signatory to this Agreement do hereby recognize that they are bound by law and conscience not to discriminate against any person or persons with regard to employment or Union membership due to his/her race, religion, color, sex, age, national origin, disability, or veteran status and, as such, declare their acceptance and support of such laws.

Nothing herein will prevent the Company from fulfilling its obligations under the Americans with Disabilities Act, or Family & Medical Leave Act of 1993.

ARTICLE 34
MAINTENANCE APPRENTICESHIPS

As deemed necessary by the Company, a Maintenance Helper position will be posted for plant-wide bid. The successful bidder will be selected based on qualifications (demonstrated mechanical aptitude, ability, and skills) and state apprenticeship eligibility requirements. This job may or may not run concurrent with the successful bidder's current job classification depending on business needs.

The Maintenance Helper will work as needed in the Maintenance Department, on whichever shift he/she is needed, at the Maintenance Helper rate until he/she is indentured into the apprenticeship program. Maintenance Helpers will have the first opportunity for straight time and overtime maintenance work after the regular maintenance crew and can expect to gain experience in a variety of maintenance and related jobs.

A Maintenance Helper will be removed from the position if the Company determines he/she is not progressing satisfactorily, refuses or is unable to be indentured. Any associate disqualified from the job will return to his/her last bid job and shift as soon as possible (for non-concurrent helper positions). A Maintenance Helper so disqualified from the job will not be allowed to rebid to it in the future unless mutually agreed by the plant committee.

A Maintenance Helper becomes a Trainee upon being indentured and will receive the established and applicable period 1 rate. The Trainee who successfully completes the apprenticeship period as approved by the Company and Apprenticeship Board (when applicable) shall advance to the next higher pay period.

The Millwright Trainee and Maintenance Trainee will receive his/her trainee rate on every Maintenance job performed regardless of if he/she is to work in addition to or in place of any other Maintenance associate in any Maintenance classification and regardless of the specific tasks performed.

It is understood that Millwright Trainees and Maintenance Trainees will be expected to perform any work that is up to his/her level of training and/or experience. If the Company determines the trainee is not performing satisfactorily or is not progressing through the Apprenticeship Program satisfactorily, he/she will be disqualified from the Maintenance Trainee Program and return to his/her last bid job and shift (excluding Maintenance Helper).

At the completion of the Apprenticeship Program, the trainee's seniority will revert to the date the trainee entered into the Apprenticeship Program.

ARTICLE 35
HEALTHCARE

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 amount towards insurance premiums twice monthly (on 23 paychecks annually).

Healthcare Contributions (Medical, Dental)	Premium Per Paycheck
Employee	\$12
Employee + 1	\$24
Employee + Family	\$32

4. The company will continue to make annual contributions (prorated) into eligible employees' Health Savings Account (HSA):
 1. \$300 – Individual
 2. \$600 – Family (employee + 1)

ARTICLE 36
RETIREMENT PLAN

A. The Retirement Plan is subject to the terms and conditions hereafter set forth in this Article 36. 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.

The benefit levels are as follows:

- Effective October 31, 2022, increase the benefit to \$53.50/month per year of service.
- Effective January 1, 2019, all new hires and rehires will no longer participate in the Defined Benefit Pension Plan, but will instead, receive a 5% Company retirement contribution in their Weyerhaeuser 401(k) plan:
- Contributions will begin the first full paycheck following (60) days of employment.
- Contributions will be vested per the vesting table below.
- 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.
- No in-service withdrawals of retirement contributions are available, only upon termination.

- No differences with respect to the Retirement Plan which arise between the Retirement Committee or the Company and any associate who shall be a participant in the Plan shall be taken as a grievance under the grievance procedures established under this Agreement.
- 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 associate represented by the Union involving, for purposes of the Retirement Plan, 1) the associate 's (or his/her beneficiary's) eligibility for a benefit, 2) the amount of any benefit payable on behalf of an associate , or 3) the duration of any benefit payable on behalf of an associate, then, in such cases, the remainder of this paragraph C. shall apply. The matter in dispute shall be referred to a representative of the Company and a representative appointed by the Union, 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 facts. The findings of the representatives or of the impartial third person shall be binding and conclusive on the Company, the associate, and the Union. Such third person shall be selected by the Company and the Union, 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 not authority to change, enlarge, or interpret any of the provisions of the Retirement Plan. The compensation and expenses of the Company representative and the Union representative shall be paid by the Company and the Union respectively. The compensation and expenses of any third person appointed hereunder shall be paid one-half by the Company and one-half by the Union.
- Current participants in the Defined Benefit Pension will continue to accrue years of service. for eligible participants in the Defined Benefit Pension Plan.
- All pension bargaining shall be closed until June 1, 2022.

ARTICLE 37
RETIREMENT SAVINGS PLAN

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:

1. Eligibility: Hourly associates of the Company.
2. Associate Contributions: Associates may contribute up to what the federal law allows of straight-time pre-tax earnings to the plan.
3. Company Matching Contribution: The Company will add fifty cents (\$.50) for each one dollar (\$1.00) that associates contribute out of the first 5% of their pay deferred. Company match will be in Company stock only. 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.
4. Vesting: Associate contributions are 100% vested. The Company's contributions shall be based on the following vesting schedule, based on the associate's years of service:

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

5. Associates have a choice of investment funds.
6. A detailed plan summary will be furnished to Union negotiating committees and all associates.

ARTICLE 38

GIFTS / INCENTIVE PLAN

Seasonal gifts, other gifts, bonuses, incentive pay, cash awards may be granted to eligible hourly associates as deemed appropriate by the Company. It is understood that the granting of such pay shall not set precedence, and the decision to either grant or discontinue same shall rest solely with the Company.

ARTICLE 39

BOOTS AND PRESCRIPTION SAFETY GLASS ALLOWANCE

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 - \$175.00.
2. The Company will reimburse all Timberlands and Lumber employees up to \$150.00 annually for prescription safety glasses. 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.

ARTICLE 40

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 February 15, 2008, such policy and practice has been a term and condition of the collective bargaining agreement.

ARTICLE 41
REVISION AND TERMINATION

This Agreement shall be a continuing agreement and shall remain in full force and effect until the first day of June 2026, or such other date as shall be determined as the result of 2022 contract negotiations on behalf of the Company's other western wood products operations and shall remain in full force and effect to each succeeding June 1 thereafter, subject to the conditions set forth in this Article.

This Agreement may be amended or revised at any time by mutual agreement between the parties hereto. Specifically, any changes in wages or benefits generally applicable to the Company's other western wood products operations arising out of 2022 contract negotiations shall be applied in like manner to the wages and benefits set forth herein.

Either party desiring to terminate or change the terms of this Agreement shall notify the other party and present the changes desired in writing not less than sixty (60) days prior to June 1, 2026 (or such other contract expiration date applicable in light of the foregoing), or any June 1 thereafter, and negotiations shall commence within fifteen (15) days after receipt of such notice by either party.

Upon completion of negotiations on any or all desired revisions, the agreed-to revision shall be incorporated into and become a part of this Agreement.

Signed on this 27 day of September 2023

WEYERHAEUSER COMPANY
OF MACHINISTS AND AEROSPACE WORKERS

LOCAL LODGE W

INTERNATIONAL ASSOCIATION



Appendix A - Wage Schedule 2022

Business Title	New Wage Effective	New Wage Effective	New Wage Effective	New Wage Effective
	June 1, 2022	June 1, 2023	June 3, 2024	June 2, 2025
	5.5% Wage Increase	3.0% Wage Increase	3.0% Wage Increase	2.5% Wage Increase
Tier A				
Planer Feeder Operator	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Planer Setup Operator	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Relief Team Leader	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Barker / Merchandiser	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Primary Breakdown Operator	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Process Flow Coordinator	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Grade Optimization Coordinator	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Log Operator - Level 1	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Roto Operator - Level 1	\$ 28.755	\$ 29.618	\$ 30.506	\$ 31.269
Tier B				
Lumber Marker Operator	\$ 27.140	\$ 27.954	\$ 28.793	\$ 29.513
Log Operator - Level 2	\$ 27.140	\$ 27.954	\$ 28.793	\$ 29.513
Handy Person / Relief	\$ 27.140	\$ 27.954	\$ 28.793	\$ 29.513
Board Edger / Resaw Operator	\$ 27.140	\$ 27.954	\$ 28.793	\$ 29.513
Roto Operator - Level 2	\$ 27.140	\$ 27.954	\$ 28.793	\$ 29.513
Shipping Operator Level - 1	\$ 27.140	\$ 27.954	\$ 28.793	\$ 29.513

Tier C

Log Yard Utility Operator	\$ 25.522	\$ 26.287	\$ 27.076	\$ 27.753
PET / Stacker Operator	\$ 25.522	\$ 26.287	\$ 27.076	\$ 27.753
Shipping Operator - Level 2	\$ 25.522	\$ 26.287	\$ 27.076	\$ 27.753
Package Machine Operator	\$ 25.522	\$ 26.287	\$ 27.076	\$ 27.753
Finish Rover / Board Sorter Operator	\$ 25.522	\$ 26.287	\$ 27.076	\$ 27.753
Roto Operator - Level 3	\$ 25.522	\$ 26.287	\$ 27.076	\$ 27.753

Tier D

Bin Chaser Operator	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055
Utility Operator	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055
Line Chaser Utility	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055
End Tag Utility	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055
Weigh Master	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055
Lift Truck Operator	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055
SM Rover / Board Sorter Operator	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055
Roto Operator - Level 4	\$ 24.880	\$ 25.626	\$ 26.395	\$ 27.055

Tier E

Cleanup / Firewatch	\$ 23.846	\$ 24.562	\$ 25.298	\$ 25.931
Cleanup / Firewatch	\$ 23.846	\$ 24.562	\$ 25.298	\$ 25.931

KEY NOTES:

- **Shipping Operator Level 1** is qualified on, and able to operate, at rate, all **Shipping** tasks.
- **Logyard Operator Level 1** is qualified on, and able to operate, at rate, all **Logyard** tasks.

Appendix B

MAINTENANCE AGREEMENT

Agreement Concerning Maintenance / Filing Skill & Job Classifications, Pay Rates and Apprenticeship at Santiam Operations

This proposal is intended to replace the existing maintenance upgrade program in so far as it applies to the electrical, lubrication, millwright, filing and process control jobs at Weyerhaeuser Santiam Lumber replacing the current "Oregon Maintenance Agreement". It is the intention that this agreement will be between Weyerhaeuser Company Santiam Operations and Local Lodge W246 I.A.M. & A.W.

Consistent with the expectations of the maintenance / filing trades, individuals will be expected to adhere to and demonstrate the following:

1. Willingness and ability to work the hours/days necessary to maintain plant operations; this work may be performed as needed on straight time, overtime, weekends and/or holidays. Individuals who fail to reasonably meet these expectations may be reclassified to the base rate of their respective disciplines.
2. Actively participate in ongoing training to help ensure that applicable licenses, certifications, and/or skills and abilities are up to date with existing technology in order to maintain the viability of the operation.
3. Consistently demonstrate safe and effective job performance, including application of knowledge, skill, ability, cooperation, and commitment, in relation to the department and overall contribution to maintain and improve plant operations.
4. Individuals will be expected to assist each other as needed to ensure the efficiency and effectiveness of the work being performed, which must in all events comply with any applicable licensing provisions and safety regulations/policies. In the interest of building a cohesive team, maintenance employees may be asked to assist/fill in for production employees as the needs of the operation require and will not unreasonably refuse to do so.
5. Must demonstrate logical problem-solving skills and react appropriately in upset situations.
6. Demonstrate appropriate interpersonal communication skills with other plant personnel.
7. Demonstrated commitment to safety.

Skill Classification (Pay for Skill)

Current descriptions of the various skill classifications comprising the maintenance / filing structure are set forth below. Descriptions are not static and will be updated as necessary to reflect evolving changes in technology and best maintenance practices.

Process Control / Master Tech

Minimum Requirements: Must be qualified as *Master Maintenance Technician*. Pass Advanced Process Controls Test. Superior Ability to program, repair, and trouble-shoot all Programmable Logic Control units (PLC's) and Optimization Control Systems in the operation. Extensive knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Must be willing support facility and mill personnel on off shifts as needed to maintain and support operation.

Process Control Tech (Non-Electrical)

Minimum Requirements: Two-year electronic degree or equivalent electronic course work/work experience. Process Control experience and troubleshooting experience. Knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Must demonstrate logical problem-solving skills and react appropriately in upset situations.

Supervising Electrician

Minimum Requirements: Must be qualified Master Maintenance Technician. Maintain *Oregon Electrical Supervisors License*. Company selected.

Dual Craft Master Maintenance Tech LMPJ

Minimum Requirements: Qualified Dual Craft Journey MW / LMPJ. Maintain *Oregon LMPJ Electrical License or Equivalent*. Advanced knowledge in electrical troubleshooting. Process Control experience and trouble-shooting experience. Knowledge of the computer programs and parameters that control the operation of all machinery in the facility. Must demonstrate skill managing new electrical and instrumentation projects for the operation; produce and organize documentation of these projects; train maintenance employees as needed; contact internal/external resources for trouble shooting and project purposes.

Dual Craft Journey LMPJ

Minimum Requirements: Maintain *Oregon LMPJ Electrical License* or equivalent. Qualified *Millwright Journey Level*.

Dual Craft Journey / LME

Minimum Requirements: Maintain *Oregon LME Electrical License* or equivalent. Qualified *Millwright Journey Level*

Electrician Journey LMPJ

Minimum Requirements: Oregon *LMPJ Electrical License or equivalent*. Must demonstrate skill managing the electrical systems in the operation. Ability to install, repair, and trouble-shoot all electrical systems in the operation. Ability to install, repair, and trouble-shoot all electrical systems in the operation. Ability to repair, install, dismantle electrical components in the operation according to layout plans, blueprints, and other drawings. May also assist with basic mechanical maintenance functions as needed.

Electrician (LME)

Minimum Requirements: Maintain *Oregon LME Electrical License or equivalent*. Knowledge in electrical trouble shooting. Possess basic skills in mechanical maintenance functions, including welding, hydraulics, and pneumatics.

Millwright Lead

Minimum Requirements: Qualified Master *Millwright Technician*. Company selected.

Master Millwright Tech

Minimum Requirements: Qualified *Millwright Journey with Special Skills*. Demonstrated advanced skills in mechanical maintenance functions, including hydraulics, pneumatics, tribology, vibration analysis, welding, and fabrication, specifically in relation to the mechanical needs of the facility. Ability to repair, trouble-shoot, install, dismantle, or move machinery and heavy equipment in the operation according to layout plans, blueprints, and other drawings. Must demonstrate skill managing mechanical projects for the operation; produce and organize documentation of these projects; train maintenance employees and serve as a source of information as needed; contact internal/external resources for troubleshooting and project purposes.

Millwright Journey with Special Skills

Minimum Requirements: Qualified *Millwright Journey Level*. Demonstrated advanced skills in at least one of the mechanical maintenance functions, including hydraulics, pneumatics, tribology, vibration analysis, welding, and fabrication, specifically in relation to the mechanical needs of the facility.

Millwright Journey

Minimum Requirements: Qualified *Oregon Journeyman Millwright* or equivalent. Demonstrated skills in mechanical maintenance functions, including welding, hydraulics, and pneumatics.

Mechanical Maintenance

Minimum Requirements: Possess basic skills in mechanical maintenance functions, including welding, hydraulics, and pneumatics.

Mechanic Lead

Minimum Requirements: Must qualified mobile mechanic journeyman with 3+ years' experience in trade or equivalent training. This position has no direct supervisory responsibilities; however, the Lead Mobile Mechanic will monitor the work of Mechanics and provide training and guidance at the direction of site management. Company selected.

Mechanic Journey

Minimum Requirements: Demonstrated ability to performs repair and maintenance of all site's mobile equipment. Operating and inspecting equipment to diagnose defect, dismantling, and reassembling mobile equipment to gain access to problem area, examining parts for damage or excessive wear and determining re-usability, repairing, replacing, cleaning and lubricating parts as necessary. Repairing malfunctioning hydraulic & electrical components. Replacing malfunctioning subassemblies and components (e.g., transmissions, clutches, differentials, engines, etc.). Ability to weld, cut, and fabricating, changing oil, checking and changing batteries, and performing complete lubrication tasks on equipment.

Mechanic Helper

Minimum Requirements: Possess basic skills in mechanical maintenance functions, including welding, hydraulics, and pneumatics.

Planer Technician

Minimum Requirements: Demonstrated skills in mechanical maintenance functions, including welding, hydraulics, and pneumatics. Ability to repair, install, dismantle, or move machinery and heavy equipment in the operation according to layout plans, blueprints, and other drawings.

Master Lube Technician

Minimum Requirements: A minimum of 2 years as a Journey Level Lube Tech with special skills in addition to demonstrating advanced proficiencies in maintenance strategies, lubrication theory, lubricant types and selection, solvents and cleaners, lubricant application, preventative and predictive maintenance fundamentals, lubricant condition control, storage and management, analysis fundamentals, oil sampling methods and testing. Successfully complete **LEVEL 2** of the Noria Machinery Lubrication Technologies program. (MLT2) or equivalent. Demonstrate the ability to calculate correct lubrication quantities and intervals for bearings and systems according to established lubrication criteria. Champions the lube systems for the entire plant site. Demonstrates driving results in maintenance excellence and lubrication systems and the dept. Demonstrate complete ownership of lubrication department. Works with millwrights, planning, PDM, and management to continually push lubrication to new levels.

Journey Lube Tech with Special Skills

Minimum Requirements: A minimum of 2 years as a Journey Level Lube Tech Successfully complete **LEVEL 1** of the Noria Machinery Lubrication Technologies program. (MLT1) or equivalent. Demonstrate the ability to plumb, troubleshoot, and maintain all auto lube systems plant wide Demonstrate the knowledge and skill to diagnose root cause for bearing and wear surface failures and develop corrective actions. Have a strong understanding of the predictive maintenance programs currently in use on the plant site, and how they benefit reliability. E.g. vibration monitoring and oil sampling. Take an active role in utilizing innovation & best lubrication practices to improve machine reliability while reducing cost through fiscal responsibility.

Journey Lube Tech

Minimum Requirements: Minimum 1 year as Lubrication Technician Trainee or 1-year prior experience as Lubrication Technician. Maintain lubrication shops, cabinets, tools, and equipment keeping it clean and orderly always. Completes work orders and PMs provided and have a strong understanding for the systems and machinery needs Proficient increases, oils and lubricants used on the plant site and their applications through **standard test**.

Filer Lead

Minimum Requirements: Qualified *Filer Journey Bandsaw & Roundsaw*. Demonstrated knowledge and skill in advanced saw filing including alignment, equipment set-up, troubleshooting & filing practices. This position has no direct supervisory responsibilities; however, the Lead Filers will monitor the work of Filers and provide training and guidance at the direction of site management. Company selected.

Filer – Journey Bandsaw & Roundsaw

Minimum Requirements: Completed minimum of 2 -year saw filing apprenticeship or equivalent. Demonstrated ability to grind, swage, and shape band saws & round saws, and chipper knives, set saw guides, bench band & round saws ability to tip round & band saws and pour babbitt guides, perform maintenance on grinders, side grinders, tipper, and milling equipment, grind bandmills trouble shoot saw issues such as lumber marking or off size lumber.

Filer Journey Bandsaw or Roundsaw

Minimum Requirements Completed minimum of 2 -year saw filing apprenticeship. Demonstrated ability to grind, swage, and shape band saws, round saws, and chipper knives, set saw guides, bench band or round saws ability to tip round and band saws and pour babbitt guides, perform maintenance on grinders, side

grinders, tipper, and milling equipment, grind bandmills trouble shoot saw issues such as lumber marking or off size lumber.

Apprenticeships / Trainees

The Company will determine the number of Maintenance & Filer Apprentices or Trainees employed at any particular time. Trainee/apprenticeship jobs will be posted for plant wide bid to identify the employees who wish to be considered for the Apprenticeship / Trainee Program. Maintenance / Filer and trainee-apprenticeship positions will be filled from outside the bargaining unit where no qualified in-house applicants exist.

Selection into the Maintenance & Filing Department, including related training/apprenticeship programs, will be based on an individual's knowledge, training, skill and ability, as determined by means of a testing process (to assess aptitude and/or skill level), interview process, and review of the individual's work history/ performance, including willingness to work any shift required, as well as overtime. The senior employee will be selected from among those determined to be qualified per the foregoing. Employees who wish to enter the Electrical Apprenticeship Program must in addition meet State Electrical Apprenticeship criteria along with be qualified *Millwright Journey Level*.

Maintenance & Filing trainees will receive schooling/training and their progress and performance will be monitored closely by the Maintenance Leadership. Electrical Apprenticeship training shall be structured to comply with the State Apprenticeship Standards.

The apprenticeship / Trainee program will include both written and practical tests which will help determine appropriate training, advancement and/or continuance in the program. Trainees will be removed from trainee status if the Company determines they are not progressing satisfactorily. Before taking this action, the Company will explain the reasons to the local plant committee. Any trainee so disqualified shall be entitled to exercise his/her seniority as allowed under their current working agreement language or customary practice at their plant.

On the job training will be paid for time worked. Employees who attend Weyerhaeuser-sponsored training will be compensated for time lost up to their standard base hours. All other schooling will be on the employee's own time.

* Associates who obtain an Oregon Electrical Supervisors License and/or function in a leadership capacity within the maintenance / filings department will be eligible to receive \$1.00/hour in addition to their regular job rate of pay, subject to the Company's discretion. Not to include jobs that have compensation built in - such as Supervising Electrician, Millwright Lead, Filing Lead, Lead Mobile Mechanic, Planer Technician, Maintenance Hydraulic Specialist, and Predictive Maintenance.

Business Title / Skill Classification	June 1, 2022	June 1, 2023	June 3, 2024	June 2, 2025
Supervising Electrician	\$45.405	\$46.765	\$48.170	\$49.375
Process Control / Master Tech	\$45.405	\$46.765	\$48.170	\$49.375
Process Control Tech (Non-Electrical)	\$34.335	\$35.365	\$36.425	\$37.335
Dual Craft Master Maintenance Tech LMPJ	\$42.085	\$43.350	\$44.650	\$45.765
Dual Craft Journey LMPJ	\$38.855	\$40.020	\$41.220	\$42.250
Dual Craft with LME	\$36.270	\$37.360	\$38.480	\$39.440
Electrician Journey LMPJ	\$37.560	\$38.685	\$39.845	\$40.840
Electrician LME	\$34.335	\$35.365	\$36.425	\$37.335
Millwright Lead (New Position)	\$40.990	\$42.220	\$43.485	\$44.570
Master Millwright Tech	\$37.560	\$38.685	\$39.845	\$40.840
Millwright Journey with Special Skills	\$36.270	\$37.360	\$38.480	\$39.440
Millwright Journey	\$33.695	\$34.705	\$35.745	\$36.640
Mechanical Maintenance	\$31.755	\$32.710	\$33.690	\$34.530
Mechanic Lead	\$37.560	\$38.685	\$39.845	\$40.840
Mechanic Journey	\$33.695	\$34.705	\$35.745	\$36.640
Mechanic Helper	\$28.230	\$29.075	\$29.945	\$30.695
Planer Tech	\$28.755	\$29.620	\$30.510	\$31.275
Master Lube Tech	\$35.630	\$36.700	\$37.800	\$38.745
Journey Lube Tech with Special Skills	\$33.045	\$34.035	\$35.055	\$35.930
Journey Lube Tech	\$31.105	\$32.040	\$33.000	\$33.825

Business Title / Skill Classification	June 1, 2022	June 1, 2023	June 3, 2024	June 2, 2025
Filer Lead	\$39.430	\$40.615	\$41.835	\$42.880
Filer Journey Bandsaw & Roundsaw	\$34.660	\$35.700	\$36.770	\$37.690
Filer Journey Bandsaw or Roundsaw	\$34.010	\$35.030	\$36.080	\$36.980
Electrical Apprentice Period 8	\$32.430	\$33.405	\$34.405	\$35.265
Electrical Apprentice Period 7	\$32.105	\$33.070	\$34.060	\$34.910
Electrical Apprentice Period 6	\$31.785	\$32.740	\$33.720	\$34.565
Electrical Apprentice Period 5	\$31.465	\$32.410	\$33.380	\$34.215
Electrical Apprentice Period 4	\$31.145	\$32.080	\$33.040	\$33.865
Electrical Apprentice Period 3	\$30.810	\$31.735	\$32.685	\$33.500
Electrical Apprentice Period 2	\$30.495	\$31.410	\$32.350	\$33.160
Electrical Apprentice Period 1	\$30.170	\$31.075	\$32.005	\$32.805
Millwright Apprentice Period 8	\$30.810	\$31.735	\$32.685	\$33.500
Millwright Apprentice Period 7	\$30.170	\$31.075	\$32.005	\$32.805
Millwright Apprentice Period 6	\$29.850	\$30.745	\$31.665	\$32.455
Millwright Apprentice Period 5	\$29.525	\$30.410	\$31.320	\$32.105
Millwright Apprentice Period 4	\$29.200	\$30.075	\$30.975	\$31.750
Millwright Apprentice Period 3	\$28.880	\$29.745	\$30.635	\$31.400
Millwright Apprentice Period 2	\$28.555	\$29.410	\$30.290	\$31.045
Millwright Apprentice Period 1	\$28.230	\$29.075	\$29.945	\$30.695
Filer Apprentice Period 2	\$31.545	\$32.490	\$33.465	\$34.300
Filer Apprentice Period 1	\$30.255	\$31.165	\$32.100	\$32.900
Lubrication Technician Trainee	\$27.165	\$27.980	\$28.820	\$29.540

Appendix C
Planer Technician

Rate – Journeyman Millwright base pay (no pay levels (i.e. 1, 2, 3, etc.)

Planer Tech will be a stand-alone role within Operations.

The Planer Set-up position will not be removed as a position in the contract. Management has the right to designate leads and pay the lead adder. Management retains the right to fill the Planer Tech position/and or the Planer Set-up position.

Minimum Requirements:

Millwright skills are required and will not be offered as on-the-job training for the Planer Technician. If the Company posts for a Planer Tech and none of the applicants are qualified, then the Company may post for a Planer Tech Apprentice (or Planer Tech Trainee) to be reviewed by the Promo Committee. Upon successful completion of the apprenticeship program, the Planer Tech Apprentice would qualify for the Planer Tech position.

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Friday, November 22, 2024 1:20:06 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: 176398
Response GUID: 1552A51C-2E96-4090-AA56-D00A5A0648DE
Survey Start Date: Friday, 22 November 2024 13:02:02
Survey Completed Date: Friday, 22 November 2024 13:19:09

IAMAW SRF-5

CONTRACT DETAILS

Submitted by:

JeffWagner

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 No

Check-Off Guide Dogs No

Is this a ...

First Agreement

Master Agreement

Coordinated Bargaining Agreement

Aerospace (Related)

Health Care (Related)

Service Contract Act (Related)

Products Manufactured / Services

Lumber Products

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

Not Answered

Former employer name

If applicable.

Not Answered

Work Place Address

30440

City

Lebanon

State / Province

OR

Zip Code

97355

Reported # of Barg Unit Employees at Site

145

Reported # of IAM Members in Unit at Site

145

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

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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.

\$30.11

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	06/01/2023	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

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OCCUPATION DETAILS

Occupation(s)

Farming, Fishing & Forestry

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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	Bi-Weekly	
2 Health	06/01/2022	Employee + 1	Dollar (\$)	\$24	Bi-	

Plan					Weekly
3 Health Plan	06/01/2022	Family	Dollar (\$)	\$32	Bi-Weekly
4					
5					
6					
7					
8					
9					
10					

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EMPLOYEE SAVINGS DETAILS

		Formula Contribution Type
1	401(k) / Savings Plan for New Hires	% Employer Contribution
2	401(K) / Savings Plan	% Employer Matching Contribution
3		

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PENSION DETAILS

Pension / 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						

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OTHER UNIONS ON SITE

Name(s)

Not Answered

Memo

none

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CONTRACT LANGUAGE DETAILS

Type(s) of Contract Language

Please select all that apply

Apprenticeship Program

Memo

Not Answered

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ADDITIONAL COMMENTS AND/OR DETAILS

Additional Comments and/or Details

Not Answered

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UPLOAD CONTRACT DOCUMENT

Please attached an electronic version of the Contract here.

Santiam Contract 2022-2026.pdf - 2 MB

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