

Washington Trucking

**WORKING
AGREEMENT**

between

**WEYERHAEUSER COMPANY
Western Timberlands**



Weyerhaeuser

and the

**DISTRICT W-24
International Association of Machinists
and Aerospace Workers**

Affiliated with American Federation of Labor



2022-2026

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AGREEMENT

This Agreement is entered into this 1st day of June 2022, by WEYERHAEUSER COMPANY, Vancouver, WA (hereinafter referred to as the "Company" or "Employer") and District Lodge W-24, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, (hereinafter referred to as the "Union") on behalf of the employees as hereinafter defined.

ARTICLE 1 – RECOGNITION

The Company recognizes the Union as the exclusive bargaining agent for all persons employed as truck drivers and maintenance employees of the Employer's trucking facilities located in Washington State, excluding office and clerical employees, fire crew employees, guards and supervisors as defined in the Act. All persons who are part of the bargaining unit will hereinafter be referred to as "employees."

ARTICLE 2 – UNION SECURITY

- A. It is recognized by the parties hereto that the Union serves a definite function for all employees in the bargaining unit whether or not they are members of the Union. In consideration of the services rendered by the Union in behalf of all such employees, they shall be required as a condition of employment to pay to the Union either
 1. Regular monthly membership dues in the case of employees who are or become members of the Union, or
 2. An amount of money equivalent to regular monthly membership dues in the case of employees who are not members of the Union as a service charge to the Union for negotiating and administering the contract.
- B. All present regular employees represented by the Union who are members of the Union shall, as a condition of continued employment, maintain such membership during the term of this Agreement.
- C. Present employees who are not members of the Union, and employees hereafter hired who become members of the Union by signing an application card, shall have the right to terminate such membership by notice in writing to the Union (a) during the period of seven (7) days beginning on and following the third anniversary date on which employee becomes a member of the Union, and (b) during the period of seven (7) days beginning on each succeeding

third anniversary date of such Union membership. Employees exercising this right shall continue to pay to the Union the amount of money equivalent to monthly dues specified in A.2. above.

- D. All such regular monthly membership dues or equivalent charges may be deducted as provided in the Check-Off Article of this Agreement.
- E. The Company will discharge any employee who fails to pay or tender to the Union his/her regular monthly membership dues in the case of members of the Union, or an amount of money equivalent thereto in the case of non-members.
- F. The Union's request for discharge of any employee delinquent in payment of his/her regular monthly membership dues or an amount of money equivalent thereto shall be made in writing, giving at least one (1) week's notice to the employee and to the Company. Each such employee shall have at least one (1) week from receipt of notice to:
 1. Appeal the Union's statement, or
 2. Pay his/her regular monthly membership dues or such equivalent amount of money.
- G. The Company will furnish to the Union on the first and fifteenth of each month a list of all new employees, and on the first of each month a list of those employees whose employment has been terminated.
- H. This Article shall be applicable thirty-one (31) days after the effective date of the foregoing provisions for present employees who are not members of the Union and thirty-one (31) days after the date of hire for all employees after the effective date of said provisions.
- I. D.O.L. 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, January 1, 2008, such policy and practice has been a term and condition of the collective bargaining agreement.

ARTICLE 3 – MANAGEMENT RIGHTS

The Company retains all the customary, usual and exclusive rights, decision making, functions and authority connected with or in any way incident to its responsibility to manage the enterprise or any part of it. The rights of employees in the bargaining unit and the Union are limited to those specifically set forth in this Agreement and those granted by law, and the Company retains all prerogatives, functions and rights not specifically limited by the terms of this Agreement.

ARTICLE 4 – TRUCKING COMMITTEE

The Union shall elect and maintain a committee known as the Washington Trucking Committee, which will be authorized by the Union to represent and act for employees. Membership of the Committee shall consist of not more than five (5) employees. The Union may agree to have the committee at the appropriate marshalling area or camp manage grievances for local truck drivers.

ARTICLE 5 – OVERVIEW

The goal is to manage trucking, including truck maintenance, as a single, standalone business function across all Washington geographies according to a standard set of processes and practices.

A. Capacity:

We are committed to the full utilization of our Washington truck fleet, divided between two operating zones, Coastal and Interior.

1. The fleet commitment level will be maintained in accordance with historical balance language.
2. Company trucks may be used to service Company or contractor logging sides, consistent with sound business practices.

B. Truck Shops:

1. Coastal Zone: Aberdeen shop.
2. Interior Zone: Longview shop: Servicing Longview and Vail trucks.
3. Pe Ell Shop: This shop will continue to service Pe Ell trucks. As drivers from the Pe Ell area leave our employment, bid out of trucking, or retire, the associated trucks and truck maintenance work may be transitioned out to Longview or Aberdeen shop. Pe Ell employees hired prior to January 1, 2012, who successfully

bid onto a log truck will be grandfathered into the Pe Ell marshaling point.

4. As drivers from Vail leave our employ, bid out of trucking or retire the vacant truck(s) may be moved to either zone subject to the provisions in 2 above and 13. E.5.

C. Truck Mechanics:

When, at the Company's discretion, it is determined that a truck mechanic lead is required, that designated individual will receive a \$1.50 per hour premium on top of the individual's regular rate.

ARTICLE 6 – WAGES

- A. The Company shall immediately post existing wage scales for all job classifications in the operation, or at the Company's option shall immediately mail the list of such wage scales to the Local Union and the District Office. These lists shall be kept up to date.
- B. The swing shift differential is sixty-four cents (\$1.00) per hour and the graveyard differential is seventy cents (\$1.00) per hour.
- C. Special rates: An adder of \$1.00 per hour will be applied to the regular rate of pay while short loggers or pup trailers are being utilized.
- D. Final pay for voluntary quits or involuntary terminations is payable on the next regular payday following the next full pay period after termination of employment.
- E. In the event an employee has a dispute over wages at the time of separation, an attempt to resolve that dispute must be made through the grievance procedure of this Agreement.
- F. Employees shall be paid on a bi-weekly schedule.
- G. Wage rates for the term of this agreement are set in accordance with the provisions of the 2022 Settlement Agreement, as follows:
 1. 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.
 2. 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.

3. 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.
4. 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.

H. Time reporting will be in increments of one-tenth of an hour.

- I. The subject of general wage adjustments is closed until June 1, 2026, there herein shall bar negotiations during the contract term concerning rates of pay for jobs newly established or substantially changed during the contract term as provided under the terms of the existing agreement.
- J. 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 7 – HOLIDAYS

- A. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Eve, Christmas Day and New Year's Eve shall be recognized as paid holidays for qualified employees. In addition to the above, two (2) floating holidays will be 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 scheduled vacation.

One will be an individual floating holiday. It shall be the employee's responsibility to give the supervisor adequate advance notice. Employees must receive approval prior to taking the requested individual floating holiday. Management will approve floating holiday requests subject to operational needs.
- B. Each holiday shall commence at 12:01 a.m. and end at 12:00 midnight, but the last regularly scheduled shift commencing prior thereto shall be completed at non-holiday rates of pay.

- C. When a holiday falls within a week the Company has designated for vacation, employees regularly scheduled to work that day, will be permitted to take a day off during a one hundred twenty (120) day period after the holiday. Pay for the holiday will continue as is currently provided and the day off will be without pay. Scheduling the day off will be by mutual agreement so as not to disrupt operations.
- D. Holiday pay for the qualified employee shall be computed at the regular job rate of pay (including shift differential where applicable), for the regular straight-time work schedule for the day. Qualified employees will receive holiday pay for the hours scheduled in their regular work schedule if the holiday falls on the employee's work day. If the holiday falls on a day the qualified employee is not scheduled to work, they will receive eight (8) hours of straight-time pay.
- E. All work performed on a paid holiday shall be paid for at one and one-half times the applicable straight time rate of pay in addition to the holiday rates set forth in paragraph 7.D.
- F. An employee is qualified for holiday pay 1) if he/she has at least thirty (30) days' employment prior to the holiday 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, WA Sick Leave, etc.) when taken the day before or after the holiday shall not be considered a regular schedule day for holiday pay qualification.
- G. Failure to return after the holiday will be waived if the holiday occurred during the last calendar month of employment of an employee retiring under the provisions of the employer's negotiated retirement plan and he/she could not return after the holiday because of his/her retirement. No payment will be made for any holiday that occurs in any month after an employee's retirement date.
- H. No payment will be made for any holiday which occurs more than thirty (30) calendar days after a permanent plant closure.
- I. The paid holiday qualification requirements of F. above, shall be subject to the following exceptions:
 1. When an employee is absent because of an accident or illness other than industrial accident or occupational disease and has at

least thirty-one (31) calendar days seniority, he/she shall be qualified for holiday pay for the paid holidays which occur during the first thirty (30) calendar days following the commencement of such accident or illness resulting in such absence. Written proof of such accident or illness may be required by the employer. Such holiday pay shall be paid on the regular payday for the period in which the holiday occurs.

2. When an employee is absent because of an industrial accident or occupational disease and has at least thirty-one (31) calendar days seniority, he/she shall be qualified for holiday pay for the paid holidays which occur during the first six months of absence following the first compensable date of the disability or illness resulting in such absence. Written proof of such industrial accident or occupational disease may be required by the employer. Such holiday pay shall be paid on the regular payday for the period in which the holiday occurs.
3. When an otherwise qualified employee is absent due to lay off because of lack of work, he/she shall be qualified for holiday pay for the paid holidays which occur during the first thirty (30) calendar days of such layoff provided the employee returns to work upon the termination of such layoff.
4. When an otherwise qualified employee fails to work said day before the paid holiday because he/she is on leave of absence of not to exceed thirty (30) days duration, specifically authorized by the employer (including temporary leave of absence for Armed Forces or National Guard service), and returns to work in accordance with the terms of such leave of absence, the affected employee's last scheduled workday before leaving on such authorized leave of absence shall be considered as synonymous with said day before the paid holiday.
5. Otherwise qualified employees on leave of absence for Union business shall be qualified for holiday pay for the paid holidays which occur during the first thirty (30) calendar days of such leave of absence provided the employee returns to work upon the termination of such leave of absence.
6. If an otherwise qualified employee is specifically excused by his/her supervisor from reporting for work by verbal excuse, if for three (3) days or less, either the supervisor or the affected

employee shall notify the employer's time office within five (5) days from the time excused absence was verbally granted, that such verbal excuse has been granted. Excused absences for a period in excess of three (3) days must be in writing.

- J. No employee shall be required to work on holidays without the employee's consent; unless employee is hired with the understanding that work on holidays will be part of their regularly scheduled work week.
- K. There shall be no discrimination against any employee who declines to work overtime or on holidays.

ARTICLE 8 – VACATIONS

- A. Each employee shall be granted Vacation Benefits subject to the provisions of this Article.
- B. Definitions
 - 1. Vacation Base Year – a twelve (12) month period commencing on June 1 and ending on the following May 31.
 - 2. Vacation Benefits – that amount of vacation time off and vacation pay for which an employee qualifies, based upon vacation credit years. Vacation benefits shall be established as of May 31 of each vacation base year and shall be applied during the following vacation base year, except as modified in D. below (vacation benefits for new employees and employees terminating prior to May 31).
 - 3. Continuous Employment – employment with the Company and its predecessors uninterrupted by voluntary termination by the employee, retirement, or discharge unless a discharged employee is reinstated within thirty (30) days.
 - 4. Vacation Credit Years
 - a. Each employee shall receive one (1) year of vacation credit for each full year of continuous employment commencing on June 1 and ending on the next following May 31, both dates inclusive.

- b. Any employee hired after June 1 of any year who remains in the continuous employ of the Company through the following May 31 and has at least ninety (90) days' service shall be credited with one (1) year of vacation credit.

5. Vacation Time Off

- a. Weeks One, Three, and Five – seven (7) consecutive days of vacation commencing on the first day of the employee's regular scheduled work week (unless otherwise modified per H. 1. below)
- b. 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).

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

- a. For those not electing lump sum payout of their vacation pay in June each year (as set forth in G below), the vacation pay for DATV will be paid in the pay period in which each vacation day is taken.

C. Vacation Benefits for Employees on the Payroll May 31

1. An employee on the payroll on the May 31 that concludes a vacation base year shall receive vacation time off and vacation pay in accordance with the following table:

Vacation Credit Years	Vacation Time Off	Vacation Pay
Less than 5	2 weeks	80 hours
5 through 11	3 weeks	120 hours
12 through 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:

1. New hires will be eligible for a prorated portion of Vacation Pay and Vacation Time Off, based on their date of hire with the Company and the balance of that vacation year ending May 31.
2. An employee in the employ of the Company on any June 1 who leaves before the following May 31 because of 1) retirement under the Company's negotiated retirement plan, or 2) death, or 3) entering active duty in the United State Armed Forces (during periods when there is compulsory military service), or 4) separation from employment through no fault of his/her own (not including discharges and voluntary quits) shall receive vacation pay for their unused earned, as well as a prorated portion of any accrued vacation for the following vacation year, in accordance with C. above.
3. An employee who leaves the employ of the Company prior to May 31, and who does not qualify under the provisions of D. 2. above, shall receive no vacation benefit.

E. Vacation benefit for returning employees or employees absent due to compensable illness or injury:

An employee returning to the employ of the Company during a vacation base year for the following reasons shall receive prorated vacation pay in accordance with C above:

1. absence due to active duty in the United States Armed Forces (during periods when there is compulsory military service); or,
2. absence due to compensable industrial illness or injury which occurred in the course of employment with the employer.

F. Vacation Rate of Pay

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

1. For terminating employees, that portion of vacation benefit earned under Section 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.
2. All vacation rates of pay shall include any applicable shift differential for employees regularly assigned to a swing or graveyard shift.

G. Time and Method of Vacation Payment

Vacation payments shall be made as a lump sum payable with regular pay for the first full bi-weekly pay period following the June 1 contract anniversary date, at the employee's regular job classification straight time rate in effect at that time, unless he/she elects by April 1 that vacation be paid when taken. In that event, it 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.

H. Vacation Scheduling

In scheduling vacation periods, the following provisions shall apply:

1. 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.

2. 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.
3. 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.
4. Each employee must take vacation time off for the first and second weeks, and for the third week if a close down is elected by the Company.
5. When the Company elects to stagger the third vacation week, affected employees may elect to take pay in lieu of time off. Qualifying employees may elect pay in lieu of the fourth and fifth weeks in any event.
6. When a paid holiday falls within a vacation period, no extra day of vacation will be taken, but no reduction in vacation pay shall be made because of holiday pay.
7. In cases of breakdown or other emergency, the notices referred to above may be shortened by agreement between the Local Union and the Company.
8. Vacation requests must be approved by the Company.

I. No Duplication of Benefits

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

ARTICLE 9 – LEAVE OF ABSENCE

- A. Leave of absence of up to thirty (30) days without pay may be granted within the discretion of the Company.
- B. Requests for a leave of absence must be in writing specifying the reasons and the dates for the leave of absence. Leave will not be approved for an employee for the purpose of accepting employment outside the service of the Company.

- C. An employee must return to work the first working day immediately following the last day of a leave of absence.
- D. Each leave of absence granted by the Company will be on a case-by-case basis. No decision to grant or deny a leave of absence will be subject to review under the grievance procedure or be used as a precedent for other leave of absence requests in any way.
- E. Any employee selected to a permanent union position necessitating a leave of absence, shall be granted a leave of absence by the Employer provided sufficient advance notice is given so that their work may be properly cared for. The duration of such leave of absence will be limited to four (4) years. Extensions of up to four (4) years shall be granted upon request by the affected employee for as long as the employee fills the permanent union position. Employees absent pursuant to such leaves of absence shall retain all seniority rights. All such leaves of absence shall be granted in writing by the Company and a copy of the letter granting such leave shall be filed with the Union and the employee.
- F. Any employee enlisting, conscripted, or inducted into military or naval service of the United States shall retain seniority rights in conformity with Federal law.

ARTICLE 10 – DISCIPLINE AND DISCHARGE

- A. Disciplinary action may include any of the following:
 1. Oral reprimand
 2. Written reprimand
 3. Suspension
 4. Discharge

Where, in consideration of all facts and circumstances, misconduct which could result in termination results in discipline short of termination, the employee so disciplined shall be considered to be at the step in the progressive disciplinary process consistent with the action taken. Just cause will continue to apply to disciplinary action.

- B. 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.

- C. Grievances. Any grievance arising in connection with disciplinary action shall be subject to the procedures established and set forth in Article 11 of this Agreement.

ARTICLE 11 – GRIEVANCE PROCEDURE

- A. The grievance and arbitration procedures provided for herein shall constitute the sole and exclusive method of adjusting all complaints or disputes which the Union or employees may have concerning the interpretation or application of this Agreement. 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.
- B. "Grievance" as used for purposes of this Article is limited to matters that involve an alleged violation of a specific provision of this Agreement which has not otherwise been excluded from the grievance procedure. Where the term days are referenced in this Article it refers to normal Monday through Friday working days.

It is the intent of this grievance procedure to settle all disputes or complaints at the point of origin. In the event that such complaint or dispute arises during the life of this Agreement, it shall be handled in the following manner:

The employee(s) (with or without his/her shop steward) shall present the grievance to his/her immediate supervisor within five (5) days of the date and time of the occurrence of the event giving rise to the grievance or five (5) days from the date and time such event should have been known or it shall be deemed waived. Suspension and discharge grievances must be presented within three (3) working days or they shall be deemed waived and shall not be made the subject of a grievance or dispute. If the issue is not resolved within three (3) working days after the grievance is so presented, it shall be reduced to writing, stating the clause or agreement violated and the

desired remedy, and signed by the employee(s) and the supervisor; for submission to Step 2.

Step 2: Such written grievance shall be presented to the appropriate manager within three (3) days of the date when reduced to writing and signed by the parties and will be taken up by the Trucking Committee at its next regular meeting. If the Trucking Committee is unable to resolve the grievance, then the issue shall be submitted to Step 3.

Step 3: The Trucking committee shall, within fifteen (15) days after its presentation in writing to the appropriate manager take up the grievance with the general management or its representative(s). The general management or its representative(s) shall give a written answer within five (5) days from the date of the last meeting at this step, or it may be assumed that the Employer has granted the grievance.

- C. If no settlement is reached in Step 3 above and the Trucking Committee 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 3, the grievance shall be considered settled on the basis of the final decision rendered to the aggrieved party.
- D. 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.
- E. There shall be a permanent panel of seven (7) arbitrators pre-selected and agreed upon by the Union and the Employer 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.
- F. 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. Any decision by the arbitrator shall be final and binding upon the parties concerned.

- G. Unless otherwise agreed to in writing, the arbitration shall be convened and the matter in dispute shall be heard as soon as practicable but no later than twenty (20) days after the arbitrator has been selected unless the parties agree to extend such time limit.
- H. Unless the parties mutually agree to a bench decision, 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.
- I. 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.
- J. 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 Employer. Such waiver by the Union, or granting by the Employer, shall not constitute a binding precedent upon the parties in the event of a recurrence of a similar situation.
- K. While any grievance or complaint other than suspension or discharge is being considered under the grievance procedure herein provided for, the employee or employees 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 employee or employees involved shall continue to have all the rights and privileges provided for by this Agreement. Any suspension or discharge shall automatically go to Step 2 of this procedure.
- L. It is mutually understood and agreed that employees, Shop Stewards and site Committee members shall wait until breaks, lunch periods or before or after shift to discuss labor problems.

ARTICLE 12 – STRIKES AND LOCKOUTS

- A. During the life of this Agreement, the Union agrees that there shall be no strike, and the Company agrees that there shall be no lockout because of a dispute arising under this Agreement.

- B. The Union agrees that it will not recognize any jurisdictional strike or picket line.
- C. At no time shall the Union employees be required to act as strike breakers or cross lawful, primary picket lines. Employees whose work is essential to a site protection during a shutdown shall stay on the job until such a time as the site is secure but no longer than the end of their shift.
- D. No employee shall be disciplined because of the exercise of his/her right to recognize a lawful, primary picket line (recognized or sanctioned by the Union, if asked for by the Union).

ARTICLE 13 – SENIORITY

- A. The Company and the Union recognize the principle of seniority, both in curtailments and in promotions and the policies and practices to be followed in applying seniority rights shall be in accordance with the provisions of this Article. If at any time an employee feels that he/she has been unfairly treated in the application of these provisions, he/she shall have the right to present his/her case for determination as a grievance under the grievance procedure of this agreement.
- B. The Company and the Union recognize the following departments under the WA Trucking Division under this Agreement:
 1. Truck Maintenance
 2. Truck Driving
- C. For the purpose of this Agreement, the parties agree to the following definitions:
 1. Classification seniority means the length of time an employee has held his/her current job classification.
 2. Department seniority means the length of time an employee has been continuously assigned to his/her current department since their last permanent change of departments.
 3. Division seniority means the length of time the employee has been continuously employed by the Washington Trucking Division.
 4. Company seniority means the length of time the employee has been continuously employed by the Company.

5. Where “camp” is referred to the parties recognize Longview, Vail, Pe Ell and Aberdeen as separate camps under this agreement.
6. Originating camp is defined as the operation from which an employee bids into the Washington Trucking Division. New hires after the effective date of the 2012 Agreement will not have an originating camp if they were not previously employed in a camp defined in C.5. above immediately preceding entry into the division.

D. A single Washington Trucking Division seniority list will be established.

1. For existing log truck drivers, their log truck driver bid date will be recognized as their Washington Trucking Division seniority date.
2. Log truck drivers who transfer into another Washington Trucking camp other than their originating, will not have any rights to any job or department at the location outside of their original camp. (i.e.: job bids, curtailment). Log truck drivers who transfer will retain Washington Trucking Division seniority at the marshaling point they transfer to.
3. These ‘transferred’ log truck drivers will maintain their seniority rights at their originating camps for the following purposes: 1) retain a one-time bid right to their originating camp after four (4) years of driving truck; and 2) retain their curtailment rights in the event of permanent job elimination at Washington Trucking.
4. Employees (Drivers and Truck Shop Maintenance) who have entered either of these departments through job bids in the past will have a one-time bid right, after four (4) years of driving truck or performing truck maintenance, to other jobs in their camp.
5. In curtailment situations of more than fourteen (14) days the truck mechanics will have the option to bump appropriately into his originating location or bump the junior maintenance employee in the truck maintenance department if qualified. Similarly, truck drivers in this situation after fourteen (14) days will have the option to bump appropriately into his originating location or bump the junior truck driver in WA Trucking.

6. Existing employees in all camps who had curtailment rights to truck mechanic or truck driving prior to this agreement will retain those curtailment rights under permanent curtailment only.
7. Those who are hired after June 1, 2012, into Washington Trucking will establish Washington Trucking seniority only and will not have bid or curtailment rights outside of the Washington Trucking Division.
8. Work assignments at Washington Trucking will be based on department seniority. In cases where seniority is equal, company seniority will be the determining factor.

E. Driver Assignment/Bidding

1. Available drivers without bid trucks may be assigned from any marshalling point within their respective zones and pay starts from that point. In the event a driver is required by the Company to drive from a different originating zone than their assigned zone, the driver will be paid for commuting time to the relevant marshalling point within that zone. For purposes of this paragraph, Pe Ell will be considered part of both originating zones.
2. When an opening occurs due to a driver leaving employment, bidding out of trucking or retiring, the truck will be permanently filled as follows:
 - a. By the existing driver available in the camp who is unassigned to a truck until all have been assigned to a truck.
 - b. The opening for any trucks being relocated will first be filled by a successful bid from an existing truck driver from the originating camp, if they are agreeable to the transfer (they will be assigned the truck being relocated). If not filled in that manner the opening will be deemed to occur in the zone to which the truck is relocated to and open to all WA truck drivers.
 - c. If the vacancy is not filled through this process it will be open to all WA camps first. First rights would go to the successful bidder in the originating camp. If not filled from the existing camp, then the job would go to the senior successful bidder from the other WA camps. Any resulting vacancy through this process will be filled by hiring externally.

3. Successful bidders/hires:

- a. Must possess a valid temporary permit and current medical card within ten (10) days after accepting the bid.
- b. Must have been an employee of the Company for at least two (2) years, with a demonstrated excellent record of working safely.
- c. Must successfully complete appropriate log truck driver training provided by the Company under current training guidelines.

4. Existing drivers and truck mechanics will have a onetime right to bid out of trucking and establish themselves in woods position in their originating Camp only.

5. Training

- a. The Company will agree under the following criteria to support training of one (1) employee in each of Aberdeen, Pe Ell and Longview camps, by seniority, who wishes to become a truck driver when openings occur. Other selection criteria will continue to apply.
- b. Employees (existing or new) who wish to become log truck drivers will need to attend a certified training school on their own time and expense. Once they earn the CDL the Company will pay 100% of the cost of the training, DOT medical physicals, if seen by company approved medical provider, will be paid in full by the Company. For new employees, the cost of CDL training and DOT physical will be reimbursed after successful completion of the new hire probationary period.
- c. The employee will be required to sign individual agreements that stipulate payback provisions as follows:
 - i. 100% payback if the employee leaves prior to becoming a truck driver or refuses to take the next truck driver opening in his/her particular camp.
 - ii. A pro-rated payback will be required if the employee becomes a truck driver and leaves the Company prior to completing four (4) years as a truck driver at a rate equal to 25% per year as a driver.

F. Bumping

Trucks idled on a daily basis due to weather, market conditions, breakdown of other woods equipment, or other unforeseen events do not have the right, for the balance of the day, to bump company or contract trucks already assigned to other sides or parts of the operation (including trucks assigned to sort yard- to-mill hauls) provided those trucks have already started out from their point of origin. However, the company will make an effort to displace contractor trucks hauling from company sides within two (2) days.

G. Standard Operating Procedures:

The following standard operating procedures will be adopted across all Washington Trucking Division:

1. The Company may assign new and used trucks at its discretion in order to best meet business needs, provided that truck drivers will be eligible for a new truck every six (6) years, if available, and eligible for a used truck every two (2). Truck reassessments impacted by this truck eligibility provision will be confined within the respective domicile for which the new equipment is assigned. New trucks will alternate between the senior driver (regardless of domicile) and company selection of location due to cost savings and business needs.
2. Contract maintenance: engine rebuilds, rear-ends, transmissions, and emergency road work (e.g. flat tires, breakdowns) will be contracted out as deemed appropriate to maintain the most cost-effective mix of company and contract maintenance, provided this would not result in the curtailment of any maintenance employee's regular work schedule.

H. The Company may fill temporary vacancies for a period of up to fifteen (15) working days without posting such vacancies. If circumstances are such that it is deemed necessary to extend such temporary period, it may be extended for such a length of time as may be agreed upon by the Union and Company.

I. The Company will post all job vacancies on the bulletin board for a period of three (3) working days. The posting shall state the job classification, shift, and rate of pay. Employees desiring the vacant job shall place their name on the posting. The qualified employee selected shall be allowed a reasonable trial period not to exceed thirty (30) days. If, during the trial period, the employee is not

satisfied with the job, or the Company determines that work performance is unsatisfactory, the employee shall return to his/her former job with no loss of seniority.

- J. In the event it becomes necessary to reduce the work force, the following will be in effect:
 1. Employees laid off will be the person or persons with the least seniority within the department in which curtailment is made. There shall be no contract trucks working in a reduction of the work force.
 2. Employees laid off who have exhausted their department seniority shall, after fourteen (14) calendar days, be entitled to exercise seniority on jobs which they have progressed through in their originating location, subject to qualification and ability to do the job, will receive a reasonable period of refresher training of up to ten (10) days of work. When their former job is open, they shall be returned to it.
 3. A displaced driver may exercise job classification seniority after one (1) day of layoff following the day a truck breakdown becomes known.
- K. When openings occur, those employees who are laid off shall be recalled in order of their department seniority, subject to qualifications and ability to do the job that is available. The determination of qualifications and ability shall be the responsibility of the Company.
- L. It is the responsibility of employees to notify both Company and the Union of their current address and telephone number and of any future changes.
 1. In the event of a layoff of thirty (30) or more days duration: If the Company is unable to contact a laid off employee to report for work, a notice by certified mail shall be sent to the last address in the Company's records and the employee shall have seven calendar days from the date mailed, to report for work or make satisfactory arrangements to return to work, but must inform the Company of their intentions at time of receipt of notice.

2. In the event of a layoff of fewer than thirty (30) days duration: A laid off employee must report to work as directed or make satisfactory arrangements to return to work.
3. Any employee who does not respond as outlined in A. or B. above, loses all recall rights.

M. Seniority and the employment relationship shall be terminated when an employee:

1. Quits
2. Is discharged for cause
3. Is laid off for a period of twenty-four (24) consecutive months
4. Fails to report for work after having been recalled in accordance with N. above
5. Does not report for work at the termination of an authorized leave of absence
6. Retires

N. Seniority list shall be kept by the Company and shall be furnished to the Union upon request.

ARTICLE 14 – JURY DUTY

- A. Any regular employee 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 a 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 employees regular shift schedule.
- B. If an employee performs jury duty on a working day and such jury duty continues past noon of said day, the employee does not have to return to work that day if he/she is on the day shift.
- C. Graveyard shift employees, or night shift employees 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.
- D. If an employee performs jury duty on a working day and jury duty continues past 1:30 p.m. of that day, the employee does not have to return to work that day if he/she is on any other shift than the day shift.

E. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury service.

ARTICLE 15 – BEREAVEMENT LEAVE

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

1. Such paid time off must be taken within thirty (30) days following the date of death.
2. Members of an employee's immediate family are limited to the employee's spouse, domestic partner, sons, daughters, mother, father, brothers, sisters, step-parents and step-children, grandfather, grandmother, mother-in-law, father-in-law, grandchildren, great-grandchildren or others as covered under State law as defined for bereavement purposes.
3. Proof of relationship and/or death, and/or date of the bereavement may be required.

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

ARTICLE 16 – 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 17 – CHECK – OFF

A. The Company, on receipt of written authorization from an employee who is a member of the Union, shall deduct from the pay of such employee the initiation fee and monthly

B. Membership dues uniformly required by the Local Union as a condition of acquiring and retaining membership in the Union. The Company, on receipt of written authorization from an employee who is not a member of the Union, shall deduct from the pay of such employee an amount equivalent to the Union monthly membership dues. Such authorizations shall be on a form to be furnished by the Company and approved by the Union and shall continue in effect during the term of this Agreement unless revoked by the employee by a written notice delivered to the Company between January 15th and January 31st of any year. The Local Union shall notify the Company of the amount of its initiation fees and regular monthly dues (or equivalent thereof), and of any subsequent changes as they occur from time to time; such notifications shall be by letter to the Company signed by the President and Financial Secretary and bear the Local Union seal.

C. The following form shall be used for the assignment of wages of an employee:

AUTHORIZATION FOR CHECK-OFF TO WEYERHAEUSER COMPANY

I hereby assign to Local Union No. _____ from my wages earned as your employee, the following amounts:

1. The sum of \$ _____, being the regular initiation fee in the Union, and
2. The sum of \$ _____, per month, being the regular monthly membership dues in the Union or the equivalent thereof, or such other amount (or equivalent thereof), as subsequently certified from time to time to the Company by the Local Union President and Financial Secretary.

Deduction of the foregoing are to be made from my first pay of the month. This authorization shall be operative as of the first pay received not less than five working days after delivery of this authorization to you. The undersigned consents to the continuation of this authorization in effect until the termination of the collective bargaining agreement between the Company and the Union dated _____ as therein provided or as hereafter extended unless written notice of revocation is delivered by me to the Company during the period between January 15th and January 31st or any year.

Signature of Employee

Social Security Number

Date

- D. The Company will notify promptly the appropriate Local Union of the names of all employees from whom it receives revocation of the foregoing authorization.
- E. The Company shall remit the initiation fees and dues deducted from the employees who are members of the Union and amounts equivalent to such dues deducted from employees who are not members of the Union to the person designated by the President of the Local Union on or before the 15th day after the deduction thereof. The Company shall furnish such person a list of those employees from whom wage deductions have been made. The Company shall be liable to the Union only for the amounts actually deducted by it conforming to the authorizations received by it. The Company's obligation to remit such amounts to the Union shall be fully discharged by payment to the person so designated, until such designation is revoked in writing.

ARTICLE 18 – HOURS OF WORK AND OVERTIME

- A. The regular work week shall consist of five (5) consecutive eight (8) hour days with Monday as the first day of the work week. Any variations or change in the work week or the present established daily work schedules may be made by the Company provided employees are given seven (7) calendar days' notice of such change and the following conditions are met:
 1. Repair and maintenance employee's work week may be adjusted to meet the needs of the operation; however, they shall have two (2) consecutive days off
 2. If a mechanical or operational breakdown occurs, the Company shall have the right to adjust lunch periods of crews or individuals plus or minus one (1) hour from established schedules to accommodate repairs.
 3. When operations are maintaining a seven (7) day work schedule, work schedules for those employees necessary to operate that department or job may be adjusted as long as such employees have (2) consecutive days off.
 4. When contemplating a change to the seven (7) day schedule the plant committee will be given at least fourteen (14) days' notice and will have an opportunity for input prior to any changes.

5. Other shift configurations for all of the operation may be instituted by the Company (for example, four (4) ten (10) hour shifts) upon negotiation over the implementation or effects of such change(s), with the union.
- B. The Company is free to set the starting and ending times of each truck drivers' daily work schedule.
- C. Overtime or premium pay shall not be pyramided, compounded or otherwise paid twice for the same hours worked.
- D. Overtime on a daily basis as necessary to complete an assignment shall be required, as long as it can be completed safely and efficiently.
- E. All overtime worked shall be at the discretion of the Company.
- F. Overtime will be paid as follows:
 1. Hours worked in excess of eight (8) in one (1) work day within the normal work schedule.
 2. Hours worked in excess of forty (40) straight time hours in one work week which occur outside the normal work schedule.
- G. Time lost due to holidays, jury duty, and bereavement leave shall be considered as time worked in computing overtime; however, absences due to any other reason shall not be counted as time worked in computing overtime.
- H. Overtime on a non-vacation weekend day that is known to be needed for truck drivers to deliver logs from the woods, will first be posted within the camp that overtime is needed.
 1. If additional drivers are needed, then drivers from other camps will be notified and offered the work. Division/camp seniority will be used to determine who works from other camps. Posted no later than noon Wednesday of the week overtime is needed and taken down end of day Thursday of that same week.
 2. The employees will have to drive their own vehicles on their own time, to get to the marshalling point where the trucks are available.
 3. If a driver commits to wanting to work the overtime day, this will be considered a scheduled workday, for attendance application, unless other arrangements are agreed to by Weyerhaeuser.

ARTICLE 19 – REPORTING PAY AND CALL TIME

- A. Reporting Pay: Regular employees called to their jobs but not put to work through no fault of their own shall receive two (2) hours straight time pay unless notified prior to reporting that their services are not required. This rule shall not apply if the operations or portion of the operations in which such employees work is shut down by a breakdown, or if the failure to put such employees to work is caused by something which Company could not reasonably foresee in time to give such notice.
- B. Call Time: After leaving the Company's premises following completion of their regular shift, employees 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 or overtime rate as appropriate or paid for the hours actually worked whichever is greater.

ARTICLE 20 – TEMPORARY CLASSIFICATION

- A. Upon mutual agreement an employee may be temporarily transferred from one zone to the other for the convenience of the Company for up to ten (10) consecutive working days which could be extended with agreement from the Union and the employer. The Company will pay the federal rate for mileage to and from work or provide transportation.
- B. If work of a higher paid classification is temporarily required of any employee, he/she shall receive the wage of the position to which assigned and for as long as he/she occupies that position.
- C. If any employee is temporarily shifted to a position paying a lower wage than his/her regular rate, no reduction in wage shall be made.
- D. No employee shall be subject to censure for inability to perform the function of a job for which he/she has not been trained.

ARTICLE 21 – PROBATIONARY AND TRIAL PERIOD

- A. An employee's first ninety (90) days at work are that of a probationary employee, which involves a trial period and constitutes employment at will. New employees shall be regarded as temporary employees for the first ninety (90) days at work of continuous employment. At the conclusion of the trial period, the employee's seniority shall be retroactive to his/her hiring date. For employees

hired into the Beginner Log Driver Trainee job classification, this probationary period will be one hundred thirty (130) days at work.

- B. Where deemed necessary, the employer and the Truck Committee may mutually agree to an extension of the trial period not to exceed thirty (30) additional days.
- C. Successful completion of the trial period does not relieve an employee of the responsibility for good job performance.

ARTICLE 22 – SAFETY

- A. The Company and Union have a strong commitment to reducing accidents, maintaining a safe place to work, and in employing safe workers.
- B. In line with these objectives, it is a part of each employee's duty to work as safely as possible and cooperate in maintaining necessary records and keeping accidents to a minimum. It is mandatory that all on job accidents be reported to a supervisor no later than end of shift on the day of occurrence.
- C. Any employee observing an unsafe condition should report it to a supervisor at once. Supervisors have the responsibility to investigate all reported conditions and incidents. Reasonable attempts will be made to include hourly employees in investigations.
- D. Fire can destroy our jobs. All published smoking and fire regulations must be strictly observed by employees.
- E. A Safety Committee will be established and maintained to make safety recommendations for improvements of working conditions and habits. This committee will be composed of both hourly and salaried personnel. Not more than five (5) representatives from the collective bargaining unit may be selected by the Union.
- F. In an effort to prevent the problems that grow out of the use of drugs and alcohol, the Substance Abuse Policy will be in effect during the term of the Agreement and managed as outlined in Exhibit A.
The Company may, on a random basis, require any group(s) of employees to submit to a test to ensure that they are alcohol-free and drug-free.

ARTICLE 23 – FIREFIGHTING

- A. It is mutually understood and agreed that firefighting is separate from other considerations in the Working Agreement and that any employee available during fire emergencies may be required to assist regardless of seniority, classification, or department.
- B. In the event an employee is assigned to emergency firefighting, such employee shall be paid at his/her regular straight time rate for hours worked.
- C. In the event an employee is notified that firefighting is subject to wage rates and provisions of another organization or governmental agency and such wages and provisions differ from those described in paragraph 19. B., such employee will be allowed to accept or decline further assignment on that fire.
- D. The provisions of this Article shall not apply in instances of controlled burning, such as slash burning, unless and until such burning is out of control and becomes a wildfire.

ARTICLE 24 – EQUAL EMPLOYMENT OPPORTUNITY

It is the policy, intent, and purpose of both the Company and the Union not to discriminate against any person with regard to employment or Union membership due to his or her gender, race, color, religion, national origin, age, physical or mental disability, sexual orientation, gender identity/expression, genetic information, veteran or active military status, marital status, or any other characteristic protected by local, state, or federal law. Nothing herein prevents the Company from fulfilling its obligations under the Americans with Disabilities Act, the Family and Medical Leave Act, or their state and local counterparts.

ARTICLE 25 – HEALTH AND WELFARE

- 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).

- Effective June 1, 2023, employees will contribute the following amounts towards insurance premiums twice monthly (on 24 paychecks annually).

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

- Company annual contributions (prorated) into eligible employees' Health Savings Account (HSA):
 - \$300 – Individual
 - \$600 – Family (employee +1)

ARTICLE 26 – RETIREMENT PLAN

A. Company Plan

- Effective October 31, 2022, increase the benefit to \$53.50/month per year of service.
 - Current participants in the Defined Benefit Pension Plan will continue to accrue years of service.
- Effective January 1, 2019, all new hires and rehires will no longer be eligible to 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 sixty (60) days.
 - 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 difference with respect to the Retirement Plan which arises between the Retirement Committee or the Company and any employee who shall be a participant in the Plan shall be taken as a

grievance under the grievance procedures established under this Working Agreement.

- C. 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 employee represented by the Union involving, for purposes of the Retirement Plan, 1) the employee's (or his/her beneficiary's) eligibility for a benefit, 2) the amount of any benefit payable on behalf of an employee, or 3) the duration of any benefit payable on behalf of an employee, 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 employee 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 (2) 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.
- D. All pension bargaining shall be closed until June 1, 2026.

ARTICLE 27 – RETIREMENT SAVINGS

- A. 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 employee of the Company.

2. Company Matching Contribution: The company will add fifty cents (\$.50) for each one dollar (\$1.00) that employees contribute out of the first 5% of their pay deferred.
3. Vesting: Employee contributions are 100% vested. The Company's contributions shall be based on the following vesting schedule, based on the employee's years of service:

Years of Service	Vesting
0-2	0%
2	10%
3	20%
4	40%
5	60%
6	80%
7	100%

4. Employees have a choice of investment funds.
5. A detailed plan summary will be furnished to Union negotiating committees.
6. If corporate economic conditions deteriorate in all Company businesses to the extent that the Board of Directors place a moratorium on Company matching contributions, on a company-wide basis, such moratorium will be applicable to those covered under this agreement.

ARTICLE 28 – SAVINGS PROVISION

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.

ARTICLE 29 – DURATION AND TERM OF AGREEMENT

- A. Subject to changes which may be mutually agreed upon in negotiations, this Agreement shall remain in full force and effect until May 31, 2022, and annually thereafter unless either party notifies the other of its desire to terminate or to change the terms of the Agreement and presents such termination notice or proposed changes in writing sixty (60) days prior to the anniversary date. If negotiations continue beyond the anniversary date of the Agreement,

this Agreement shall be extended so long as the parties are negotiating in good faith or until a work stoppage occurs.

B. Except as provided herein, it is agreed that the subjects of wages and this collective bargaining agreement are renewed, extended and closed in their entirety until May 31, 2022.

ARTICLE 29 – CLOSURE OF ISSUES

All issues upon which authority to negotiate was delegated by locals to the Woodworkers District W-24 of the I.A.M. and A.W. or their designate representatives, not covered herein, are withdrawn and closed for the term of this agreement.

Other issues opened either by the locals or the Company not included in this Settlement Agreement or incorporated by reference are withdrawn for the term of this Agreement if unresolved at the time that this Settlement Agreement is ratified, and the Union serves notice of such ratification.

All articles not specifically amended by this Agreement shall remain as written.

In witness whereof, the parties of this instrument have executed the same by their officers and agents hereunto duly authorized on this 1st day of June 2022.

WEYERHAEUSER COMPANY

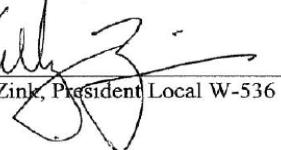


Erik Wilson, Washington Trucking Manager

INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS – AFL-CIO



Jason Williams, President Local W-130



Kelly Zink, President Local W-536

EXHIBIT A – ALCOHOL AND DRUG TESTING

Introduction

This Agreement deals with the testing component of the Company's Alcohol/Drug Policy. Alcoholism and substance abuse is a disease which is treatable and will be given the same consideration as any other illness, with the initial emphasis on test results leading to rehabilitation not termination of the employee.

A. Work Rules

1. All employees must report to work in a physical condition that will enable them to perform their jobs in a safe and efficient manner. Employees shall not:
 - a. Use, possess, dispense or receive alcohol, intoxicants or controlled substances (drugs) on Company premises or while engaged in Company business.
 - b. Report to work with any measurable amount of controlled substance, intoxicant or illegal drug in their system. The levels at which samples shall be called positive will be consistent with DOT regulations.
2. Medication prescribed by a physician is an exception when the physician prescribing medication has released the individual to work while taking the prescribed medication. Abuse of prescribed drugs is a violation of this Agreement.
3. Employees who violate the above work rules shall be subject to appropriate discipline up to and including discharge. However, it is the primary intent for most infractions to encourage and assist employees in treatment and rehabilitation through the Employee Assistance Program, as is outlined in the remainder of this document.

B. Employee Assistance Programs (EAP)

1. Abuse of alcohol and drugs is recognized as an illness that can be abated through treatment and rehabilitation. Employees are encouraged to use the services that are available through the Employee Assistance Program.
 - a. The current EAP will remain in effect. Changes will not be made in the EAP without prior consultation with the Union.

- b. Medical care expenses are covered as provided by the Joint Health and Welfare Trust.
 - c. Counseling information is available by contacting the Company Personnel Manager.
 - d. Weekly accident and sickness benefits are covered under the provisions of the Joint Health and Welfare Trust.
 - e. Leaves of absence will be made available for treatment and counseling.
- 2. Employees who voluntarily seek help through the Employee Assistance Program will not have their job security and promotional opportunities jeopardized by such self-identification. All requests for assistance, the results of treatment, and counseling shall be kept strictly confidential.

C. Testing Policy

- 1. An employee whose behavioral conduct indicates that he/she is not in a physical condition that would permit the employee to perform a job safely and efficiently will be subject to submitting to a urine, blood, or breathalyzer test to determine the presence of alcohol or drugs in the body.
 - a. A supervisor must have reasonable grounds to believe that the employee is under the influence of or impaired by alcohol or drugs. Reasonable grounds include abnormal coordination, appearance, behavior, speech, or odor. Involvement in an accident or near miss does not in itself constitute "reasonable grounds" unless it is reasonable to conclude from the circumstances that the presence of drugs or alcohol was a causative factor.
 - b. The employee will be provided with an opportunity to explain his/her conduct. The supervisor will explain the employee's right to have a Union representative present if requested.
 - c. The supervisor's reasonable grounds must be confirmed by another Company representative.
- 2. Failure to submit to a test required on one of the above will be grounds for termination. Employees who feel that they have a legitimate grievance must still submit to the test and then file a grievance in accordance with the Working Agreement. An employee may forgo the test if the employee voluntarily

consents to obtaining assistance through the Employee Assistance Program and immediately enters into a written referral agreement.

3. The Company shall initially select reputable facilities for base testing and confirmatory testing at Company expense. The facility for confirmatory testing must meet all standards set by federal health agencies for laboratory performance and they must employ certified medical technologists and technicians. The Union will be provided with the testing facilities' names, addresses, and credentials if requested. The Union retains the right to demand a change in test procedure or test facility based on reliable information that disproves the accuracy or quality of either. The Union also retains the right to request a change in test procedure or test facility when a reasonable and superior alternative to either is available.
4. Employee representatives and/or the employee will have the opportunity to review the testing procedures.
5. All samples which test positive will be confirmed using a gas chromatography/mass spectrometry test or a superior or equally reliable test if same becomes reasonably available.
6. The employee, at his/her expense, will have the opportunity to have a reputable testing facility test the same sample submitted to the original test facility. Accepted chain or custody procedures must be followed, and the test facility must meet all standards set by federal health agencies for laboratory performance using certified medical technologists and technicians. An employee may request the independent test by notifying the Personnel Manager in writing within two (2) calendar days after the day the employee is informed of the test results. The test result will be kept confidential and will be available only to a designated Company representative, a designated Union representative, or a designated legal representative.
7. None of the testing procedures are intended to be in violation of the law, and if they are, they shall be eliminated without interfering with other parts of this Agreement.
8. Employees tested for cause will be placed on an unpaid leave of absence pending the receipt of the test results. Employees who test negative will be paid for the time lost from work.

9. The use of Rapid Results Drug Testing process is acceptable. Such process shall be done by third party providers and shall not replace the process used for positive tests.
10. As a part of this substance abuse program, the parties will implement a sweep testing process which shall mean periodic and unannounced blanket (sweep) tests of an entire site, shift, department including associated supervision in appropriate groups. The scope and frequency of such tests shall be at the Company's discretion, balancing benefits against costs. In addition, employees hired on or after July 1, 2008, will be subject to unannounced periodic testing for the first six (6) months of employment and will not have recourse to the referral process described in Part D of this lieu of this Exhibit in lieu of discharge in the event of a positive test result.

D. Referral Agreement

1. It is the intent of the Company and the Local Union to correct problems associated with drug and alcohol through the EAP rather than to initially penalize employees based on test results. Therefore, an employee who voluntarily enters the EAP in lieu of a required test or has a positive result on a test will have disciplinary action withheld pending satisfactory completion of the referral agreement requirements.
2. The terms and conditions of each referral agreement will be put in writing and signed by the employee, the Union and the Company. Each referral agreement will contain some basic core requirements but will be designed giving consideration to the individual's circumstances. The disciplinary action for a violation of the agreement on alcohol and drug testing will be abated for an employee who satisfactorily completes the treatment program prescribed by the EAP counselor and who meets the terms and conditions of the referral agreement. 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.
3. An employee who fails to cooperate, abandons, or does not complete the treatment program prescribed by the EAP counseling or who fails to live up to the terms and conditions of the referral agreement will receive the previously withheld discipline. However, before the disciplinary action is imposed,

the employer and the Union representative will attempt to counsel the employee into completing the treatment program.

4. Whether an employee volunteers to participate in the EAP or is required to participate as a condition of continued employment, that employee shall continue to be subject to the same rules, working conditions and disciplinary procedures in effect for other employees, i.e., employees cannot escape discipline for future infractions by being enrolled in the EAP. Employees will NOT be allowed to elect rehabilitation in lieu of discipline for violations of this drug or alcohol policy more than one time.
5. Employees who test positive will be evaluated by certified addiction counselors, so certified by the appropriate certification board of either Washington or Oregon.

E. Union Liability

The Company agrees to hold the Union harmless with respect to reasonable legal expenses incurred by the Union in defending itself in litigation resulting from the Company's activities in carrying out the drug testing program.

EXHIBIT B – BOOT AND PRESCRIPTION SAFETY GLASS ALLOWANCES

- A. Stipends will be paid out annually (in the first full pay cycle paycheck of each year) as follows:
 1. For boots aligned to the site PPE standard (e.g., safety toe, over the ankle, slip resistant) for Timberlands and lumber mill employees – \$175
 2. For caulk boots for designated Timberlands employees – \$300
 3. For rain gear for designated Timberlands employees (hook tenders, rigging slinger, handy rigger, choker setter, landing person, scalers, field mechanics, yard mechanics and sort yard utility performing manual reman) – \$100
 - a. 50% of the stipend will be applied to Log Truck Drivers.
- B. Prescription safety glasses – \$150 per year will be reimbursed to the employee.

1. 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

EXHIBIT C – HAULING

A. Performance Standards

The Company and the Union recognize that each employee will be expected to achieve and maintain an accepted level of productivity.

The Company shall establish the expected trip times and number of trips per day for each haul, as well as load size standards for each configuration.

1. Load sizes will be audited and documented against the standards established.
2. Drivers will be notified when load size or trip times become a problem.

B. Hours of Labor

Daily work schedule will be flexible to take effective advantage of loading and unloading periods and to attain the appropriate number of trips per day. Individual driver start times will be scheduled on a daily basis to maximize this objective with the least possible disruption of existing scheduling methods.

C. Work Assignments

All of the present duties of all log driver classifications will continue. Duties common to drivers across all units are identified in the parties' 1992 Settlement Agreement, incorporated by reference.

D. DOT Physicals

The cost of DOT physicals shall be reimbursed to employees as follows:

1. If provided by a Company designated doctor paid in full.
2. If provided by a doctor of the employee's choice, \$100.00 reimbursement.

E. Maintenance

1. The Company has the right to make additional downsizing decisions as long as work that has routinely been done by the shop maintenance is not contracted out.

EXHIBIT D – DRIVER TRAINING

- A. Job Classifications:
 1. Beginner Log Truck Driver Trainee (entry level CDL driver)
 2. Intermediate Log Truck Driver Trainee (approx. 1-year CDL driving experience)
- B. Trainees will move to full qualified Log Truck Driver rate of pay when successfully complete appropriate log truck driver training provided by the Company under current training guidelines. (per Article 13, E. 3. c.)
- C. Management may exercise its discretion to assign the applicable job classification based on demonstrated truck driving skills and competency.
- D. Driver trainers to be designated by management. Designated driver trainers will receive the lead person adder for the hours designated as training time with driver trainees.

WAGE TABLE

	6/1/2022	5/29/2023	6/3/2024	6/2/2025
DRIVER	5.50%	3.00%	3.00%	2.50%
DRIVER				
Beginner Truck Driver *	\$ 25.015	\$ 25.885	\$ 26.780	\$ 27.550
Intermediate Truck Driver *	\$ 27.015	\$ 27.885	\$ 28.780	\$ 29.550
Truck Driver	\$ 29.015	\$ 29.885	\$ 30.780	\$ 31.550
MAINTENACE				
Shop Utility 1	\$ 22.665	\$ 23.345	\$ 24.045	\$ 24.645
Shop Utility 2	\$ 26.235	\$ 27.020	\$ 27.830	\$ 28.525
Entry Truck Mech	\$ 29.935	\$ 30.835	\$ 31.760	\$ 32.555
Truck Mech	\$ 32.330	\$ 33.300	\$ 34.300	\$ 35.160
Journey Truck Mech	\$ 35.375	\$ 36.435	\$ 37.530	\$ 38.470
OTHER				
Short logger	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00
Swing (second)	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00
Lead (Driver Trainer)	\$ 1.50	\$ 1.50	\$ 1.50	\$ 1.50
Lead (Maint.)	\$ 1.50	\$ 1.50	\$ 1.50	\$ 1.50

**Classification not subject to general wage increase. Wage is decreased based on rate of Truck Driver.*

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Thursday, November 21, 2024 1:06:07 AM

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: 176327

Response GUID: 86882293-CBC8-4B8C-B06C-E31CE51DCC53

Survey Start Date: Thursday, 21 November 2024 00:39:40

Survey Completed Date: Thursday, 21 November 2024 01:05:03

IAMAW SRF-5

CONTRACT DETAILS

Submitted by:

Jeff Wagner

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

Transport Wood 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

Trucking

Former employer name

If applicable.

Not Answered

Work Place Address

3401 Industrial Way

City

Longview

State / Province

WA

Zip Code

98632

Reported # of Barg Unit Employees at Site

121

Reported # of IAM Members in Unit at Site

121

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

W130 & W536

Territory / Territories

Western

Does this contract cover other site(s) not yet listed?

Yes

IAMAW SRF-5

SITE DETAILS

If the contract covers more than one site, please provide data for sites individually.

Employer

Weyerhaeuser

Tradestyle Operation / Division

Transportation

Former employer name

If applicable.

Not Answered

Street Address

503 N Evans

City

Aberdeen

State / Province

WA

Zip Code

98520

Reported # of Barg Unit Employees at Site

121

Reported # of IAM Members in Unit at Site

121

Union Status

Dues Required / Agency Fee

Work Place Facility (Address if different from Employer Address)

Aberdeen, WA

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

W130 & W536

Territory / Territories

Western

Does this contract cover other site(s) not yet listed?

Yes

IAMAW SRF-5

SITE DETAILS

If the contract covers more than one site, please provide data for sites individually.

Employer

Weyerhaeuser

Tradestyle Operation / Division

Transportation

Former employer name

If applicable.

Not Answered

Street Address

1098 Muller Road

City

PeEll

State / Province

WA

Zip Code

98572

Reported # of Barg Unit Employees at Site

121

Reported # of IAM Members in Unit at Site

121

Union Status

Dues Required / Agency Fee

Work Place Facility (Address if different from Employer Address)

Not Answered

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

Not Answered

Local Lodge

Not Answered

Territory / Territories

Western

Does this contract cover other site(s) not yet listed?

No

IAMAW SRF-5

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.

\$2901

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	05/29/2023	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)

Transportation (other than Air & Rail)

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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 (\$)	\$12.00	Bi-Weekly	
2 Health Plan	06/01/2022	Employee + 1	Dollar (\$)	\$24.00	Bi-Weekly	
3 Health Plan	06/01/2022	Family	Dollar (\$)	\$32.00	Bi-Weekly	
4						
5						
6						
7						
8						
9						
10						

IAMAW SRF-5

EMPLOYEE SAVINGS DETAILS

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

IAMAW SRF-5

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

Not Answered

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.

Final - WA Trucking 2022-2026.pdf - 443 KB

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