

**Weyerhaeuser and IAM**  
**Negotiations for Successor Collective Bargaining Agreement**

**TENTATIVE AGREEMENTS**

**Location(s):** Santiam  
**Current Agreement Expiration:** 5/31/26

**Company Proposal 1: Housekeeping**

- Change all applicable dates, formatting, table of contents, and spelling/grammatical errors upon final edit of the agreement.
- Article 22.D.5 - ~~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.
- Planer Technician needs a wage table (appendix B) correction. Appendix C states they make Journey level pay, but chart does not reflect accurately.

**Company PROPOSAL 2: Article 10 – Safety Committee**

There will be a ~~Central Safety Committee~~Safety Lead Team of not more than ~~five ten (10)~~ team members. This is not to limit other team members from participating in safety subcommittees or activities as deemed necessary. No more than two ~~(2) Central Safety Committee~~Safety Lead Team members will be drawn from any of the following areas: shipping, log yard, maintenance, filing 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.

**Company PROPOSAL 3: Article 17 – Seniority**

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 hours worked.~~ Such an associate may be discharged or laid off at any time with or without cause. During the probationary period, the probationary 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).~~ Probationary Associates are allowed to bid on vacancies after four hundred forty (440) hours worked.

**Company PROPOSAL 4: Appendix B – Maintenance Agreement/Wage Scale**

**Process Control / Master Tech**

**Minimum Requirements:** Must be qualified as Dual Craft Master Maintenance Technician LMPJ. 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.

Supervising Electrician – Add \$2 – Rate moved to \$51.375

Process Control/Master Tech – Add \$2 – Rate moved to \$51.375

Add the following language below the Apprenticeship wage chart:

Apprentice rates for the millwright and electrical apprentice will be adjusted annually to the higher of the current CBA rate or the Mid-Willamette Industrial TATC period rates as required by ORS Chapter 660 as appropriate.

### **Union Proposal Appendix A – Wage Schedule**

Create a PET/Stacker Level 1 as a Tier B positions (Must be qualified at rate for both Stacker and PET Operator positions); Change PET/Stacker Tier C to PET/Stacker Level 2

The Company agrees to create a Handy level 1 job as a new Tier A job (Note only, not for CBA - Handy Level 1 must be able to operate 13 of the 15 following jobs:

- Log Operator Level 2
- Barker/Merch
- Primary
- Board Edger/Resaw operator
- Gravity – Rover
- Process Flow Coordinator
- Line Chaser Utility
- Planer Feeder
- Finish Rover
- Bin Chaser
- PET/Stacker Operator
- Package Machine Operator
- End Tag Utility
- Lift Truck Operator
- Utility Operator)

Change to Tier B Handy to Handy Level 2 title (qualifications remain the same as they are currently)