

ms 3/31/26
gw 3/31/26

WEYERHAEUSER COMPANY

OLYMPIA YARD OPERATIONS



Local Negotiations

INTERNATIONAL ASSOCIATION OF MACHINISTS

AND

AEROSPACE WORKERS

AFL-CIO

LOCAL LODGE W246



March 31, 2026

All tentative agreements included herein will be implemented upon notice of ratification

MS 3/31/26
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1) Supplement No. 5 – Administering Seniority

Revise supplement to eliminate inefficiencies and to ensure ability to effectively meet operational needs, as follows:

The details associated with this agreement are highlighted in the following points:

- Job assignments will be made on a bi-weekly basis, by seniority preference.
- Employees will “flow-to-work” during the day/shift based on need, as determined by the yard supervisor and/or lead person (if designated).
- Employees will use their seniority to choose ship loading. The employees who make this selection will work the ship loading shift and the overtime required. Should the employee for any reason not want to work the overtime, then the crew will be polled in order of seniority and any **qualified** employee who wants the overtime will get to work. If this ship loading process does not result in sufficient employees to meet business needs, the Company may **utilize contractors to perform the work. Contractors will follow company safety rules. assign employees to work the necessary overtime in reverse seniority order. When this work falls outside the regularly assigned work schedule, employees who report to work and are sent home prior to completion of the scheduled shift due to lack of work (on ship or in yard) will receive up to 2 hours straight-time pay in addition to the hours worked up to a total of the scheduled shift hours for the day.**
- Layoffs will be based on seniority regardless of shift and recalls from layoff will be by seniority, regardless of shift. It should be noted that any employee who refuses to return to work from a layoff would be considered a quit without any future recall.
- ~~For vacation purposes, when more than one person has requested the same period of time, the most senior employee will be granted the time off. The exception to this situation would be when a junior employee has given senior employees and supervision (verbally or in writing) prior notice of their vacation schedule, and at that time there are no conflicts, then the junior employee retains their scheduled vacation.~~
- When a second shift is established, the crew will be polled to see who wishes to work the second shift. Shift assignment will be based on seniority, with the most senior employees having first right of refusal. If after all employees have been polled there continues to be vacancies on either shift, the least senior employees will be assigned by supervision.

HOUSEKEEPING

- Remove WTL Machine Operator from wage schedule.
- Housekeeping may include other mutually agreed to updates/corrections identified during the time of revision and rewrite.

Other agenda items may be presented by the Company during these local discussions, or at the subsequent stages of this collective bargaining process.