

ABERDEEN WOODS OPERATIONS

**WORKING
AGREEMENT**

between

WEYERHAEUSER COMPANY
Western Timberlands



Weyerhaeuser

and the

**WOODWORKERS LOCAL
LODGE W-130**

**International Association of Machinists
and Aerospace Workers**

Affiliated with American Federation of Labor



6/1/2022 – 5/31/2026

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GENERAL PURPOSE OF AGREEMENT

The general purpose of this agreement is in the mutual interest of the Company and the employees of the operations herein mentioned, and to secure for the Company and the employees the full benefits which may be derived from orderly and legal collective bargaining.

The parties hereto desire to establish the standards of hours of labor, rates of pay and other conditions under which the covered employees shall work for the Company and desire to regulate the mutual relations between the parties hereto during and under the terms of this agreement.

The Union recognizes that it is a desire of the Company in entering into this contract to promote orderly and peaceful relations with its employees and to attain efficient and uninterrupted operations in its plants.

Now, therefore, this agreement, effective as of June 1, 2022, is made by and between Weyerhaeuser Company, Western Timberlands, Aberdeen Forest Area, herein called the "Company" and Local Lodge W-130, IAM and AW, AFL-CIO, herein called the "Union".

ARTICLE 1 – RECOGNITION

The Company recognizes that IAM, AFL-CIO, Local Lodge W-130 constitute the sole collective bargaining agent for all production and maintenance employees including without limitation temporary and part-time employees who are employed in bargaining unit jobs in the Aberdeen Forest Area, but excluding supervisors, clerical, and office 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 such 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 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 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 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 of and for all employees after the effective date of said provisions.

I. DOL Reporting Requirements: No Docking Provision. The parties recognize that in accordance with applicable law and existing agreements/ past practices concerning conducting union business on company time, a "no docking" policy exists, resulting in no loss of employee pay in accordance with existing agreements and past practices. The parties acknowledge that since at least, January 1, 2008, such policy and practice has been a term and condition of the collective bargaining agreement.

ARTICLE 3 – 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 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.

- B. The Company will provide for MNPL voluntary payroll deduction where not provider for.
- C. The following form shall be used for the assignment of wages of an employee:

AUTHORIZATION FOR CHECK-OFF TO WEYERHAEUSER

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 the equivalent thereof) as subsequently certified from time to time to the Company by the Local Union President and Financial Secretary.

Deductions of the foregoing are to be made from my first pay of the month.

This authorization shall be operative as to the first pay received not less than five (5) 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 of any year.

Signature of Employee

Social Security Number

Date

- C. The Company will notify promptly the appropriate Local Union of the names of all employees from whom it receives revocation of the foregoing authorization.
- D. 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 fifteenth 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 4 – STANDING COMMITTEES

- A. The Union employees shall, within ten (10) days after the execution of this agreement, select not to exceed six (6) members to a Standing Committee, any three (3) or more of whom shall represent the Union. Members of this committee shall be in the regular employ of the Company and this committee shall be continuously maintained, with power to act, during the life of this agreement.
- B. The Company shall appoint a committee of not to exceed three (3) members, any one or more of whom shall represent the Company.

ARTICLE 5 – SAFETY PROVISIONS

The parties hereto recognize and agree to abide by and put into full force and effect the Safety Provisions as prescribed by the State of Washington, Department of Labor and Industries or OSHA-WISHA.

All employees must work in a safe manner and have the responsibility to immediately report to the supervisor in charge, all observed unsafe machines, working conditions, or employee working habits. The supervisor has the responsibility to investigate the reported conditions immediately and direct the course of action.

If the employee(s) remains dissatisfied, they may request written direction from the supervisor and assistance from the Western Timberlands Safety Representative to resolve the issue. If, after the above procedure is followed and the employee(s) remains dissatisfied with the scheduled action, he may request an investigation by the investigation team of the Union/Management Safety Committee. This team shall consist of two (2) Union members, two (2) management members, and the Safety Coordinator, or as otherwise mutually agreed upon by the joint Union/Management Safety Committee. The investigative team will

resolve the safety issue on the spot or submit it to the Joint Union/Management Safety Committee for resolution.

No employee shall be censured for reporting any unsafe condition or equipment.

ARTICLE 6 – HIRING, SUSPENSION, DISCHARGE AND PROBATIONARY PERIOD

- A. The employer has the right to hire new employees and to discipline employees for just cause. On request of the employee or the Union, the employer agrees to state the reasons for suspension or discharge in writing. Any case of suspension or discharge not made the basis of a grievance within three (3) days from the time thereof shall be considered as waived. Employees shall be subject to established progressive disciplinary procedures, except for cases of misconduct which may warrant immediate discharge.
- B. When warned, it shall be in the presence of a Shop Steward or committee member so that the committee shall have an opportunity to correct employee's alleged misconduct, if in their judgment the allegation is well founded.
- C. Where, in the 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.
- D. The affected employee and the Union will be provided a copy of any statement considered to be a part of such employee's disciplinary record.
- E. 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.

- F. 1. All new employees shall be probationary and classified as temporary during the first six hundred twenty (620) hours worked of employment. After this time, the employee, if retained in the service of the Company, shall be considered as permanent with operations seniority dating back to the date of hire.
2. Probationary employees are just that and as such are being evaluated for future performance as permanent employees. They may be terminated on the basis that they cannot or will not make satisfactory permanent employees. The termination of a probationary employee shall be subject to the grievance procedure only on the basis that it was arbitrary or capricious.
3. Except where the contract contains eligibility provisions which otherwise exclude probationary employees they shall be eligible for all other provisions of the agreement.

ARTICLE 7 - SENIORITY

A. General:

1. The Company recognizes the principles of seniority and competency for employees once six hundred twenty (620) worked hours have been completed. After the employee has worked six hundred twenty (620) hours, their trial period, their seniority will date back to the date of hiring.

2. The following departments are provided for in the Aberdeen Forest Area: Woods Maintenance, Yarding and Loading, Road Maintenance and Engineering.
3. All seniority ceases when an employee leaves the employ of the Company on their own accord or if they are discharged, or
 - a. In the case of laid-off employees, they shall accrue seniority and retain recall rights for a period of twenty-four (24) months following date of such lay-off. However, employees will be responsible to keep the Company updated of their current contact information. Seniority and the employment relationship shall be broken and terminated if an employee is laid off for a period of twenty-four (24) months.
 - b. In any case where an employee is absent from work because of a physical disability, the employee's rights to any benefit under this Labor Agreement will be maintained for a period of three (3) years, unless any competent medical authority advises that such employee is deemed permanently disabled to the point where employment should not be resumed. At the end of the three (3) years' disability, the Company will take no action to terminate the disabled employee without prior consultation with the Local Union Standing Committee. In any case, where employment is held open beyond three (3) years, such employee will not accumulate seniority during such extension beyond three (3) years.

B. Lay-off and/or Curtailment Procedures:

1. Scheduled lay-off and/or curtailment of fourteen (14) calendar days or less and unscheduled shutdowns (i.e., weather, equipment, road restrictions):

- a. Employees Working in the Yard & Load Department: During the first fourteen (14) days, such employees will remain on their current posted operating job and shift. Employees will remain with their crew for working and lay-off purposes.
 - b. Employees Working in All Departments Except the Yard & Load Department: During the first fourteen (14) days, such employees will remain within their department(s) by department seniority, competency considered.
2. In the event the curtailment lasts longer than fourteen (14) calendar days, beginning with the fifteenth day:

Step 1: Senior employees who are least senior applying operation seniority will bump back to the jobs they progressed up through within their respective departments.

Step 2: In the event the employee has not progressed up through any jobs within the department, the employees will remain in the department as long as they have the work experience background, operation seniority, and competency to do so.

Step 3: In the event the employees do not remain in the department as provided in Step 2 above, the employees applying operation seniority will bump back to the jobs they progressed up through during employment with Weyerhaeuser applying in order, steps 1, 2, and 3, to the end that the least senior competent operations employee will be the first employees to lay-off status.
3. For lay-offs and curtailments scheduled for more than fourteen (14) calendar days, beginning with the first day, employees who are the least senior competent applying operation seniority will bump back to jobs they progressed

up through during employment with Weyerhaeuser, applying in order the steps in 1. c. above.

4. In applying 1. b., and 2. above, it is understood that senior employees not selected due to competency may contest the decision through the grievance procedure. Whether a trial period is required in order to evaluate the competency of an applicant shall be at the discretion of the Company.
5. Vacations and holidays are excluded from this procedure.
6. In case of questions arising regarding placement of an employee on a suitable job because of an employee's seniority, ability, and competency, the respective joint Standing Committees shall meet to decide each case on its own merits.
7. Employees so recalled from lay-off must report to work when so notified or lose all seniority. Employees, when notified, will have up to two (2) weeks in which to report to work, circumstances considered.
8. Employees on lay-off status will be re-employed in the reverse order of lay-off and/or curtailment. Employees must return to their former positions (jobs) when they become available, to the end the employee will again be on the job he/she was originally laid off and/or curtailed from.
9. During any given lay-off and/or curtailment period, it may be necessary to have junior department employees with the appropriate necessary skills working while senior department employees without the needed skills are bumped out of their respective department(s), work history considered.
10. Any employee who is curtailed and bids successfully to another job classification shall forfeit his/her right to move up through any of the job classifications he/she previously

held during the curtailment in effect at the time of the job bid.

C. Job Vacancy Procedure – Job vacancies for periods of more than five (5) days will be filled by senior, competent employees within each department provided they have advised their supervisor that they desire to fill said vacancy.

Job vacancies expected to extend beyond thirty (30) days will be posted in accordance with the Job Posting Procedure as outlined in Section D below.

D. Job Posting Procedure:

1. a. Permanent job openings in any job classification shall be filled from within departments in which they occur. The most senior competent employee shall be awarded the job. Senior employees not selected due to competency may contest the decision through the grievance procedure. Whether a trial period is required in order to evaluate the competency of an applicant shall be at the discretion of the Company. Written notification of such permanent job openings will be made in the department involved. The Company will be the judge of competency of contestants for job openings.
- b. A successful job bid shall receive up to a 240-hour trial period in order to become qualified. Those employees will not be disqualified arbitrarily or capriciously and those disqualified prior to their 240-hour trial period is completed may contest the decision through the grievance procedure.
- c. If unable to fill the opening in the above manner, written notification will be made in all departments. The Company will post the opening on centrally located bulletin boards for three (3) working days, listing the department, job, rate of pay, and shift involved.

- d. Any job may be simultaneously posted in department and operation, department posting has priority.
- e. A bid notice and sign up sheets will be posted on designated bulletin boards. Bids must be signed by the employee.

2. Should the most senior competent employee initially selected for a promotion fail to demonstrate the competency required for satisfactory performance of the job to which he/she has been provisionally promoted, he/she shall revert to his/her former job without prejudice and without any loss of seniority rights. The next senior competent employee who bid on the job will be promoted. Upon successful filling of the job, the remaining bids will be null and void.
3. Employees in the Aberdeen Forest Area will be entitled to two (2) successful bids for job openings per contract year and the employee cannot bid for six (6) months following the second bid. Successful bidder is defined as the employee who is the senior bidder.
4. An employee who has been off work due to industrial injury, extended illness, or vacation time off, upon return to work, will have three (3) working days to apply for a job(s) which was posted in his/her department or operation wide during the period of the employee's absence, in line with paragraph 1.a. and 2 above.

E. Transfer Procedure:

1. Employees who transfer from one department to another shall hold department seniority in the department from which he/she is transferring for the duration of the trial period. If the employee remains in the new department, he/she shall lose department seniority in his/her former

department; but his/her new department seniority will revert to the date of transfer to the new department.

2. Any employee granted a Company-authorized transfer from one (1) seniority operation to another shall carry with him/her his/her total Company seniority only for holiday, vacation, and pension purposes. Each case of transfer will be judged on its own individual merits.

ARTICLE 8 – HOURS OF WORK, FLEXIBLE SCHEDULING AND OVERTIME

- A. The work week shall begin on Monday and end on Sunday and the normal work schedule shall consist of five (5) eight (8) hour days beginning on Monday and ending on Friday except for employees on non-standard shifts whose work week may commence and end on other days of the week as determined under paragraph B.2. below.
- B. The Company shall have the right, where appropriate and not otherwise provided for:
 1. To adjust the hours of labor, including lunch periods, of crews and/or individuals plus or minus one (1) hour from established shift schedules in order to meet production needs, upon seven (7) days advance notice to affected employees;
 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. To adopt cost-saving shift configurations such as ten (10) and/or twelve (12) hour scheduled shifts, within the general scope and framework of agreements which currently provide for them.

C. Sunday Work:

1. It is recognized that because of varying operating requirements, a Sunday shift is defined as any shift in which the majority of the hours worked fall within the twenty-four (24) hour period recognized as calendar Sunday.
2. The right to refuse calendar Sunday work (eight (8) hours) will not apply when calendar Sunday is a regular work day in an employee's regular work schedule.

D. Hours worked outside the normal work schedule, as well as hours worked on Saturday and Sunday as such, shall qualify for overtime payment only after the employee has worked forty (40) hours in his/her scheduled work week, unless the failure to work such hours was due solely to the curtailment of the employee's regular schedule. Daily overtime hours worked and vacation/holiday/jury duty and funeral leave hours paid, as well as hours lost from the shift due to joint meetings for which either the Company or Union pays, will count toward fulfillment of this requirement..

E. All work performed by any employee in excess of eight (8) hours per day during their normal work schedule shall be paid at the rate of time and one-half (1 ½), except where there exists a daily shift schedule longer than eight (8) hours per day, in which case time and one-half (1 ½) shall be paid for work performed in excess of such schedule.

F. There shall be no duplicating or pyramiding of overtime and/or premium pay.

G. There shall be no discrimination against any employee who declines to work overtime.

H. Such a right granted to individual employees to decline to work overtime shall not be deemed to authorize group refusals to

work overtime to attain a bargaining objective or grievance settlement unrelated to the working of such overtime.

- I. Overtime will not be scheduled by the Company in order to obtain a bargaining objective unrelated to the working of such overtime.
- J. This article does not alter the provisions of Article 25 entitled, "Firefighting."

ARTICLE 9 – CLASSIFICATION OF EMPLOYEES

Employees in any classification are expected to perform any duties to which they may be assigned. No employee shall be subject to censure when assigned to a higher classification for which they have not been properly trained and is, therefore, unable to do the job satisfactorily. If the employee proves unable to do the job satisfactorily, they shall be returned to their former position. If work of a higher paid classification is temporarily required of any employee, they shall receive the wage of the position to which they have been assigned and for as long a time as they occupy that position. If any employee is temporarily shifted from their regular position to a lower paid job for the convenience of the Company, they shall be paid their regular rate as long as they are on that job. Where their services are temporarily suspended or are no longer required in their class, the Company may, with the employee's consent, instead of laying off such employee, transfer them to any other position vacant and pay the wage according to that position.

ARTICLE 10 – REPORTING PAY AND CALL TIME

A. Reporting Pay:

1. No time loss during any working day shall be deducted from employees' wages if the employees are retained on the job. No lost time shall be made up.
2. Employees reporting to their jobs but not put to work, through no fault of their own, shall receive two (2) hours'

pay unless notified prior to reporting that their services are not required. This rule shall not apply if the department in which the employee works is shut down by a breakdown or if the failure to put such employee to work is caused by something which the Company could not reasonably foresee in time to give such notice.

3. Reporting pay shall be paid when logging employees travel in Company owned equipment beyond designated marshaling points.
4. The Company shall not take advantage of the two (2) hour minimum pay clause to work employees two (2) hours only and then dismiss them.

B. Call Time:

1. 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 rate or pay for the hours actually worked, whichever is greater.

ARTICLE 11 – TRAVEL TIME

In accordance with federal and state law, passengers required to work prior to or during transit to logging sites shall receive the state minimum wage for all riding time subsequent to commencing work, and over time will apply for those compensable riding hours that exceed the employee's normal scheduled hours of work.

ARTICLE 12 – WAGES

- A. 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.

B. Rates of pay shall be adjusted to the nearest cent or one-half (½) cent. The Company will not install any new contract, piecework, or incentive pay plans unilaterally and will not discontinue or modify any such existing pay plans unilaterally.

C. During the life of this contract, unless otherwise agreed by the parties, any general wage change which may hereinafter be made shall take effect on June 1. Either party desiring a general wage change shall mail written notice sixty days (60) preceding the aforementioned date, and negotiations shall commence within fifteen (15) days after such mailing date.

D. The Company shall immediately furnish the Union its current wage scale for all job classifications upon request by the union. Such wage scales are not to be posted on the premises of the Company.

E. Paydays, Itemization and Deduction – Employees will be paid on a bi-weekly basis. On each payday, the Company shall furnish to each employee an itemized statement of all payroll deductions.

F. Night Shift Differential:

1. In addition to the established wage rates, the Company shall pay a night shift differential to all employees working

a shift in which one-half or more of the hours fall after 6:00 p.m. and prior to 6:00 a.m.

2. The existing shift differential shall be as follows:

a. Swing or	Graveyard or
<u>Second Shift</u>	<u>Third Shift</u>
\$1.00/Hour	\$1.00/Hour

G. Woods employees starting a shift between 12:00 midnight and 6:00 a.m. (locally observed time), designated by the Employer during fire season as a "hoot owl shift."

H. If during the term of this agreement any new jobs are added or substantial changes made in the content of any existing job, the Company shall establish a temporary rate for such job, and the Union shall meet within ninety (90) days with the Company for the purpose of establishing a permanent rate for such job. If the Company and the Union are unable to agree on a new rate, the issue shall be submitted to arbitration, based on the final rate proposed by each party, and the function of the Arbitrator in regard to establishing or changing any wage rate shall be limited to choosing between the alternative proposals submitted by the parties in consideration of the evidence presented; they shall have no authority to modify either of these proposals or establish any rate not proposed to them. In the event the Arbitrator finds that a rate adjustment is warranted, it shall be retroactive to the date the contested rate was established.

I. Wage Closure: Subjects related to wage adjustments shall be closed until June 1, 2026, except that such closure will not bar negotiations on rates of pay for newly established classifications, or in regard to classifications wherein there has been a substantial change in the job content.

J. Local management and the Union are authorized to develop systems to provide awards (cash or other) to individuals whose

implemented ideas contribute significantly to unit objectives.

- K. Effective June 1, 2004, any existing safety incentive programs may be modified or terminated by the Company.
- L. Final Pay – The final pay for voluntary quits or involuntary terminations is payable on the next regular payday.
- M. 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 13 - HOLIDAYS

- A. The following shall be recognized as paid holidays for qualified employees: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, December 24th, Christmas Day, December 31st and New Year's Day. These paid holidays shall be observed on the days established by Congress for Federal Employees, except December 24th and December 31st shall be observed on their specific dates.
- B. 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 floating holiday. Management will approve floating holiday requests subject to operational needs.
- C. Computation of holiday pay – Holiday pay shall be eight (8) hours' pay per holiday, computed on the basis of an

employee's straight time hourly rate in effect at the time of the holiday, including any applicable shift differential, if regularly assigned. For those employees working shifts other than an eight (8) hour shift, holiday pay will be paid for hours otherwise scheduled to work, but not exceeding twelve (12) hours. If the holiday falls on a non-scheduled work day, the holiday pay will be eight (8) hours.

- D. Qualified employees working on a paid holiday shall be paid an additional one and one-half (1 ½) times the employee's regular rate of pay for the hours worked on the shift designated as the holiday shift.
- E. Employees who work on a scheduled holiday shall be permitted to take an unpaid day off during a ninety (90) day period after the holiday. Scheduling the unpaid day off will be by mutual agreement so as not to disrupt operations.
- F. When a holiday falls within a week the Company has scheduled for vacation, employees will be permitted to take a day off during a one hundred and 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. The day off, even though unpaid, will count towards the forty (40) hours for weekly overtime purposes if scheduled on a regular work day.
- G. An employee is qualified for holiday pay 1) if he/she has at least thirty (30) days seniority prior to the holiday, 2) works the last regularly scheduled work day 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. The second and third qualifications shall not be required in the following instances:

1. Where an employee is absent because of an occupational or non-occupational injury or illness and produces written evidence of such injury or illness, 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 the injury or illness resulting in such absence.
2. Where an employee is laid off for lack of work, he/she shall receive pay for holidays which occur during the first thirty (30) days of such lay-off and where an employee is laid off due to weather conditions he/she shall receive pay for holidays which occur during the first one hundred twenty (120) days of such lay-off.
3. While on any approved Leave of Absence, “paid holidays” will not be for more than thirty (30) days.
4. Holiday pay payable to any employee under G.1., 2., or 3. above shall be paid to the employee on the regular payday for the period in which such holiday occurs.

H. No payment will be made for any holiday that occurs in any month after an employee’s retirement date.

- I. In cases of other absence because of conditions beyond the employee’s control and excused by the Company, it is agreed that each case of this nature will be decided upon its merits and no such decision shall be used as a precedent or be subject to review.
- J. No lost time due to holidays shall be made up on Saturday.
- K. A qualified employee will be paid the holiday(s) which occur within thirty (30) days of a permanent plant closure prior to the holiday(s) provided, however, such employee must actually work the last workday scheduled for him/her by the employer within the thirty (30) day period.

ARTICLE 14 - 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 may be 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 5. 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 15 – JURY DUTY

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 their regular job, including shift differential if assigned to swing or graveyard shift, for the hours necessarily lost from their regular schedule as a result of serving on the jury; provided, however, that such reimbursement shall not exceed twelve (12) hours per day or forty (40) hours per week. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury service showing date and time attended, and jury duty pay received.

Day shift employees will be required to report for work if their jury service ends on any day in time to permit at least four (4) hours' work in the balance of their regular shift. Second shift employees will not be required to report for work on any day they have performed jury service for more than $\frac{1}{2}$ day and they have option to take jury duty leave on the day prior to serving. Third shift employees will not have to report for work on the night before they are scheduled for jury duty and shall be paid in accordance with the above paragraph. Woods crew employees will receive jury duty pay for any day served in whole or in part.

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

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

ARTICLE 16 – BEREAVEMENT LEAVE

- A. When death occurs to a member of an employee's immediate family, the employee shall be granted 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, stepparents, stepchildren, grandfather, grandmother, grandchildren, mother-in-law, father-in-law and great grandchildren, or others as covered under State law as defined for bereavement purposes.
3. Proof of relationship, date of death, and date of the funeral may be required.

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

ARTICLE 17 – 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 18 – LEAVE OF ABSENCE

A. Any employee selected to a permanent union position necessitating a leave of absence, shall be granted a leave of absence by the Company provided sufficient advance notice is given so that their work may be properly cared for. The duration of such leave of absence will be limited to four (4)

years. Extensions of up to four (4) years shall be granted upon request by the affected 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.

- B. In cases of authorized leave of absence, such leave of absence shall include temporary Armed Forces or National Guard service, Union business, and leave for compelling reasons beyond the control of the employee. Leave of absence must be obtained in advance of the absence except in cases of emergency. Verbal leave of absence may be given for up to three (3) days by the supervisor. Leave of absence for more than three (3) days must be in writing, signed by the employer, and may not be for more than thirty (30) days, unless mutually granted by the Company and Union. An employee must return to work immediately following such leave of absence.

ARTICLE 19—HEALTH AND WELFARE BENEFITS

- A. Effective January 1, 2020, the employees will be eligible for the Company's Health and Benefit Plan.
 - 1. The employees are subject to plan description and changes as they occur.
 - 2. Employees who enroll in the Company Plan will have the opportunity to establish a Health Savings Account (if eligible under IRS rules for such participation).
 - 3. Effective June 1, 2023, employees will contribute the following 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

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

ARTICLE 20 – RETIREMENT PLAN

- A. The amended Retirement plan is subject to the terms and conditions hereafter set forth in this Article 20. The Retirement Plan has been omitted from this printing of the Agreement. Copies of the plan are on file at the offices of the Company and the Union.
 1. Effective October 31, 2022, increase the benefit to \$53.50/month per year of service.
 2. Current participants in the Defined Benefit Pension Plan will continue to accrue years of service for eligible participants in the Defined Benefit Pension Plan.
- B. Current participants (as of December 31, 2018) in the Defined Benefit Pension Plan will continue to accrue years of service.
- C. No differences with respect to the Retirement Plan which arise 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.
- D. 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 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 case, the remainder of this paragraph shall apply.

- E. The matter in dispute shall be referred to a representative of the Company and a representative appointed by the IAM, 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 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 IAM or if they are unable to agree, by the American Arbitration Association. The two representatives or the impartial third person so appointed shall have the authority to make findings of fact with respect to the matter in dispute, but no authority to change, enlarge, or interpret any of the provisions of the Retirement Plan. The compensation and expenses of the Company representative and the IAM representative shall be paid by the Company and the IAM respectively. The compensation and expenses of any third person appointed hereunder shall be paid one-half by the Company and one-half by the IAM.
- F. All pension bargaining shall be closed until June 1, 2026
- G. 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:

1. Contributions will begin the first full paycheck following sixty (60) days.
2. Contributions will be vested per the vesting table below.
3. 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.
4. No in-service withdrawals of retirement contributions are available; only upon termination.

ARTICLE 21 – RETIREMENT SAVINGS PLAN

- A. The Company's 401(k) Retirement Savings Plan shall include the following features, subject to changes and limitations mandated by Federal Law.
 1. Eligibility: Hourly employee of the Company.
 2. Employee Contributions: Employees may contribute pre-tax earnings of their eligible pay to the plan up to the limits of the plan.
 3. Company Matching Contribution: The Company will add fifty cents (\$0.50) for each one dollar (\$1.00) that employees contribute out of the first five percent (5%) of their pay deferred. The Company match will be in Company stock only.

Note: If corporate economic conditions deteriorate in all Company businesses to the extent that the Board of Directors place a moratorium on Company match contributions, on a Company wide basis, such moratorium will be applicable to those covered under this agreement.
4. Investment Funds: Employees have the choice of which investment fund they want to invest in.

5. Vesting: Employee contributions are 100% vested. The Company's contributions shall be based on the following vesting schedules based on the employees years of service:

<u>Year of Service</u>	<u>Vesting</u>
<2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

B. A detailed plan summary will be furnished to the union negotiating committee.

ARTICLE 22 – 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. 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:

Step 1 – The employee(s) (with his or her Shop Steward) shall present the grievance to his or 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 will be deemed waived. If the issue is not resolved five (5) days after the grievance is so presented, it shall be reduced to writing and signed by the employee(s) and the supervisor; then

Step 2 – Such written grievance shall be presented to the appropriate manager within five (5) days of the date when reduced to writing and signed by the parties and will be taken up by the Standing Committee at its next regular meeting. If the standing committee is unable to resolve the grievance; then,

Step 3 – The standing 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 standing 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. 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 shall have no power to add to or subtract from or modify any terms of the agreement, nor to establish or

change any setting price or adder payment. 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 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 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.

ARTICLE 23 – STRIKES AND LOCKOUTS

- A. During the life of this agreement, the Union agrees that there shall be no strike, and the employer 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 Union employees be required to act as strike breakers or cross lawful, primary picket lines. Employees whose work is essential to a plant protection during a shutdown shall stay on the job until such time as the plant is secure, but no longer than the end of their shift.
- D. No employee shall be disciplined because of the exercise of his right to recognize a lawful, primary picket line (recognized or sanctioned by the Union, if asked for by the Union).

ARTICLE 24 – UNION REPRESENTATIVES

On application to the Company, accredited Union representatives will be permitted to visit the Company's operation, provided they do not interfere in any way with the employees' performing their work. Reasonable use of normal transportation facilities will be allowed, provided representatives obtain proper passes from the Company.

ARTICLE 25 – FIREFIGHTING

Firefighting is separate from the other considerations in this agreement, and in case of fire the regular rate for each employee working on such fire shall be paid for the remainder of their shift in which the firefighting started. Thereafter, the minimum wage rate shall be paid for all employees engaged in firefighting and at straight time, except that employees who are used in skilled and

semi-skilled jobs for firefighting work shall be paid the straight time hourly rate of the scheduled production job classification for all such work performed. Copies of the Twin Harbors Firefighting Policy are on file at the offices of the Company and the Union.

ARTICLE 26 – COMPANY LOGGING OPERATIONS

The Memorandum of Agreement (see Supplement No. 7) is a commitment by the parties to resolve issues concerning Company Logging Operations and sets forth a process agreed to by the parties herein.

ARTICLE 27 – EQUAL 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 28 – REVISION AND TERMINATION

- A. This agreement shall remain in full force and effect through May 31, 2026. This agreement may be opened for revision or amendment on June 1, 2026, or on any succeeding June 1 thereafter in the manner set forth in this article.
- B. Unless either party notifies the other of a desire to terminate or change the terms of this agreement and presents desired revisions not less than sixty (60) days prior to June 1, 2026, this agreement will automatically continue in effect for the succeeding twelve (12) month period.

- C. If the agreement is opened by either party for revision or for termination, both parties agree to meet in negotiations within fifteen (15) days for the purpose of revision or for possible renewal of the agreement.
- D. If no agreement is reached by June 1 and negotiations are continued, the agreement shall continue in effect up to the time a subsequent agreement is reached, but shall terminate if negotiations are discontinued by either party.
- E. This agreement may be amended or revised at any time during the existence of the agreement; provided that such amendments or revisions are mutually approved by the parties hereto.
- F. All opening provisions of this agreement are hereby waived by each of the parties hereto through May 31, 2026, and neither party shall otherwise have the right to open this agreement for the purpose of amending or adding to the terms hereof.

This agreement is executed by the parties this 1st day of June, 2022, effective June 1, 2022, except as otherwise provided.

WEYERHAEUSER COMPANY



INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS
AFL-CIO

Local Lodge W-130



SUPPLEMENT NO. 1 – POSTED RULES

Causes for Discipline or Discharge

Each of the following Posted Rules is strictly forbidden and is cause for discipline or immediate discharge:

1. Being under the influence of liquor or drugs while on the Company payroll.
2. Smoking in prohibited areas.
3. Sabotage or theft on Company property.
4. Sleeping on duty.
5. Disorderly conduct on Company property or refusal to obey orders given in the line of duty.
6. Failure to report for duty without a bona fide reason as outlined in the Absentee Control Programs (see Supplement No. 7).
7. Violation of any safety rules established and posted by the Company or any safety rules issued by the Department of Labor and Industries, State of Washington or OSHA-WISHA.

SUPPLEMENT NO. 2 – MARSHALING POINTS

The following marshaling points are designated for the purpose of establishing points of departure for employees who ride to their jobs on Company-owned equipment:

Aberdeen Truck Shop

SUPPLEMENT NO. 3 – PAY FOR SAFETY MEETINGS

Employees attending camp safety meetings will be paid for the time spent at the meeting. Rate of pay will be at the employee's regular wage at the applicable straight time or premium rate.

SUPPLEMENT NO. 4 – SAFETY EQUIPMENT

The Company will replace hard hats and leg protection only when the employee presents the worn-out item for exchange, providing the item has been rendered unsafe from normal wear. In the event that items are lost, stolen, or abused the employee will pay for replacement and then submit charges for reimbursement by Company.

Boot and Safety Glass Allowances:

1. Stipends will be paid out annually (in the first full pay cycle paycheck of each year) as follows:
 - a. For boots aligned to the site PPE standard (e.g., safety toe, over the ankle, slip resistant) for Timberlands and lumber mill employees - \$175
 - b. For caulk boots for designated Timberlands employees - \$300
 - c. 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
2. Prescription safety glasses - \$150 per year will be reimbursed to the employee.
 - a. 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

SUPPLEMENT NO. 5 – CREW BUS DRIVING

Crew bus driving:

- This rate will be paid at overtime (one and one-half (1 ½) times) for those hours that exceed the employee's normally scheduled hours of work.

- Crew bus driving will be paid at the established pay rate for actual time worked as crew bus driver.
- Crew bus driving responsibilities will include, but are not limited to: cleaning the bus, picking up supplies, and fueling the bus.

SUPPLEMENT NO. 6 – ABSENTEE CONTROL PROCEDURE

All team members are important and an individual's prompt and regular attendance is necessary to maintain work flows, production, and services provided by his/her team. Efficiency is cut down dramatically when a team is required to fill in for someone who is late or absent. Because attendance is essential to the success of the business, we expect that employees will act responsibility in decisions that affect their health and attendance. Based on the Company's values and the employee's own performance record, an occasional absence from work will be supported when attendance is reasonable and a solution is in sight.

Excessive absenteeism, tardiness or leaving work early for issues that are not prearranged/preapproved or protected by federal or state law will be cause for corrective action. While most cases of absenteeism will be dealt with through progressive steps, flagrant violations may result in immediate discharge.

SUPPLEMENT NO. 7 – COMPANY COMPETITIVENESS

Weyerhaeuser Company and Woodworkers District Lodge W-130, International Association of Machinists and Aerospace Workers on behalf of its local lodges hereby agrees to jointly work to identify the competitiveness of Company logging operations and to develop and implement plans by mutual agreement to insure competitiveness of Company logging over the term of the collective bargaining agreement. The parties' objective is to find innovative ways to bring Company logging to agreed upon cost levels and improve conditions for stable employment with the

Company. This process will be guided by the parties' agreed to set of Labor Relations Principles:

A. Labor Relations Principles

1. We share the vision of a profitable and competitive business enterprise that services the interest and needs of all stakeholders.
2. We will interact with each other and build relationships based upon trust, honesty, openness, and mutual respect.
3. We will cooperate and emphasize problem solving in addressing areas of mutual interest and concern.
4. We accept the principle of continuous improvement through employee involvement and empowerment as the means by which we will achieve our shared vision.
5. Management acknowledges and respects the role of the union in representing the interest of employees who have chosen it as their bargaining representative.

B. We will use a total cost statement approach to define and identify competitiveness.

C. The parties agree to use a combination of area and functional teams to jointly analyze data and make recommendations resulting in achieving competitiveness. Specific details regarding the scope, composition, time frames and competitiveness objectives of these teams will be determined through joint problem-solving discussions. Joint sponsor reviews will be periodically scheduled to ensure progress, provide guidance and make decisions as appropriate.

D. Both parties agree to commit the time and resources necessary to achieve the objectives within the parameters established by the joint sponsors. It is also the parties intent to implement improvements on a continuous basis.

SUPPLEMENT NO. 8 – COMPANY LOGGING OPERATIONS

The parties agree that it is in the best interest of the Company, its employees, and the Union to have delivered log costs that are competitive, and that competitiveness can best be achieved while maintaining a safe workplace, optimizing the raw material base, and minimizing loss through breakage, Weyerhaeuser Company Western Timberlands, Aberdeen Forest Area, and IAM Local Lodge W-130, agree to the following work and pay systems which shall become a part of the Working Agreement and shall supersede all previous yarding, loading agreements, including the “Competitive Logging Program”, and practices inconsistent with this addendum.

Part I. Yarding and Loading

A. Performance Standards

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

B. Quality

The Company and the Union mutually agree that maintenance of quality is essential to the success of Company logging. Accordingly:

1. Settings will be bucked, yarded, sorted and loaded to standards and prescriptions established by the Company.
2. Quality will be audited and documented against the prescribed standards and prescriptions.
3. Problems identified, if any, will be communicated immediately.
4. Failure to correct problems may result in disciplinary action.

C. Hours of Labor

1. Yarding and loading crews are expected to maintain an eight (8) hour work day on a schedule which accords with the working agreement, unless otherwise agreed.
2. All crews will be required to check in when going to work and check out when leaving the worksite consistent with procedures for their operation.

D. Work Assignments

In order to give crews the greatest flexibility in performing their work, each crew member shall have the responsibility and the right to perform all tasks necessary to accomplish crew goals in a safe, reasonable manner.

Part II. General

A. Safety and Fire Regulations

1. The Company shall remain responsible for providing effective safety and fire prevention programs and shall be responsible for taking appropriate actions to enforce Company and applicable State and Federal regulations.
2. The crews will be expected to comply with all applicable Company, State, and Federal regulations.
3. Unless otherwise agreed, the Company will continue to provide all required personal protective and fire equipment currently provided.

B. Crew Bus Driving – Crew Bus drivers will be required to take physicals to verify fitness for driving.

Part III. Employment Security

The Company and the Union share the common goal of maximizing the value of the Company for the benefit of all stakeholders in the Company. The Company accepts that employees are significant stakeholders in the Company and that the Union has a legitimate role to play in representing the long-

term interests of its members who work for the Company in achieving fair wages and benefits, a safe, healthy, and challenging work place with job security assured to the greatest extent possible given the Company's economic realities; and all other matters pertaining to the employment relationship. The parties reaffirm their goal of eliminating the competitive gap as defined in the 1996 Memorandum of Agreement. In an effort to provide secure jobs, the parties agree that in each logging operation, for the term of this agreement:

A. No employee will be laid off except for:

1. Catastrophe – (i.e., 1980 Mt. St. Helens eruptions, forest fires, Columbus Day Storm)
2. Market Conditions – up to two (2) weeks then contractors would be laid off in that specific operation.
3. Weather – up to two (2) weeks, then contractors would be laid off in that specific operation.
4. Sale of Timberlands – reduction would reflect a percentage of the land downsizing.
5. If curtailments were involved due to downsizing in other Company operations where the displaced employees had seniority rights to logging jobs (for example, curtailment in a sort yard), there would be no commitment from the Company to add to crewing levels in the logging operations

B. The Company agrees to the following yarding and loading commitments.

Aberdeen 32,000MBF

These levels do not imply any guarantee as to specific manning levels or equipment configurations. In the event of a substantial reduction of the total harvest level at any of the locations, at least two-thirds of such reduction shall be from contractor volumes, and no more than one-third from Company capacity.

- C. Harvest volumes in excess of those obtained through Company logging may be secured through the use of contractors, without limitations or restrictions of any kind.

SUPPLEMENT NO. 9 – 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.

Part I. Work Rules

- A. 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:
 1. Use, possess, dispense or receive alcohol, intoxicants or controlled substances (drugs) on Company premises or while engaged in Company business.
 2. Local operations can institute random sweep testing as part of the substance abuse program upon reaching mutual agreement.
 3. Report to work with any measurable amount of a controlled substance, intoxicant or illegal drug in their system. The substances and levels at which samples shall be called positive will be consistent with DOT regulations.
- B. 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.
- C. 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.

Part II. Employee Assistance Program (EAP)

- A. 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.
 - 1. The current EAP will remain in effect. Changes will not be made in the EAP without prior consultation with the Union.
 - 2. Medical care expenses are covered as provided by the Joint Health and Welfare Trust.
 - 3. Counseling information is available by contacting human resources.
 - 4. Weekly accident and sickness benefits are covered under the provisions of the Joint Health and Welfare Trust.
 - 5. Leaves of absence will be made available for treatment and counseling.
- B. 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. Employees are expected to complete a program as prescribed by the counselor and the employee has the option of where treatment will be administered.

Part III. Testing Policy

- A. 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.

1. 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.
2. 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.
3. The supervisor’s reasonable grounds must be confirmed by another management representative.

B. Failure to submit to a test required on one of the above bases 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 forego the test if the employee voluntarily consents to obtaining assistance through the employee assistance program and immediately enters into a written referral agreement.

C. 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 which 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.

- D. Employee representatives and/or the employee will have the opportunity to review the testing procedures.
- E. 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.
- F. 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 of 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 Human Resources Manager in writing within two 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 employer representative, a designated Union representative or a designated legal representative.
- G. 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.
- H. 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 time lost from work.
- I. In addition to Section III. A., the use of Rapid Results Drug Testing process will be utilized. The process shall be done by third party providers and shall not replace the process used for positive results.

J. As a part of this substance abuse program, effective January 1, 2009, the parties will implement a sweep testing process which shall mean periodic and unannounced blanket (sweep) tests of an entire plant site, shift, or department, including associated supervision. 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 IV of this Exhibit in lieu of discharge in the event of a positive test result.

Part IV. Referral Agreement

- A. 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.
- B. 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.

- C. 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.
- D. 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.
- E. Employees who test positive will be evaluated by certified addiction counselors, so certified by the appropriate certification board of either Washington or Oregon.

Part V. Union Liability

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

Part VI. Duration

This agreement shall be subject to the conditions of the Revision and Termination Provisions of each respective Working Agreement.

SUPPLEMENT NO. 10 - ROAD MAINTENANCE AGREEMENT

The objective of this agreement is to establish a basic road maintenance crew where employees are multi-skilled, with the goal of creating cost-effective, year-round employment for the employees in the Road Maintenance Department. The ability to flow to work, as business needs dictate, will enhance our ability to meet these objectives. To accomplish this, individuals will be assigned to work wherever there is an operational and/or business need based on achieved competencies and operator skill. This will also ensure a balanced workforce with the skills/competencies to effectively operate the road maintenance functions/equipment.

Road Maintenance Job classifications:

- **Road Mtc 3:** Wage rate: (see wage table)
Demonstrates competency in four (4) road crew functions.
Two (2) of the four (4) functions must be: Excavator, Dozer, or Grader.
- **Road Mtc 2:** Wage rate: \$1.00/hour less than Mtc 3 rate
Demonstrates competency in 3 road crew functions.
One (1) of the three (3) functions must be: Rubber Tire Backhoe, Front-End Loader or Dump Truck.
- **Road Mtc 1:** Wage rate: \$1.00/hour less than Mtc 2 rate
Demonstrates competency in at least one (1) road crew function.
Must also be competent as a ground person for manual labor.

Road Crew Functions:

The functions/equipment that may be utilized by the Road Maintenance Department are listed below. The Company determines which functions are utilized at each operating area based on business need.

Dump Truck*, Dump Truck* with Tilt-deck Trailer, Track Excavator, Dozer, Grader, Rubber Tire Backhoe, Front-End Loader, Off-Highway Dump Truck, Vibratory Roller, Brusher, Ground Person for Manual Labor.

**Class A CDL is required in order to be considered competent in the dump truck function, this requirement may be waived by an operating area with the approval of the Area Manager.*

Departmental Capacity:

The equipment mix may be revised or updated at the Company's discretion. This is not intended to commit to or imply any specific staffing level.

Departmental Responsibilities:

Perform basic road maintenance activities, i.e. NP/NS streams with fills of 10-12' or less, cross draining, ditching, patching, grading, new and existing road rocking, minor spur construction and minor road abandonment work. At the Company's discretion, other road maintenance functions, may be assigned as needed. This clarification is not intended to restrict the Company's right to utilize contractors or sub-contractors to supplement the needs of the operation.

Competency:

The intent is to have employees develop and maintain competency in enough road crew functions to fill the requirements of the Road Mtc 3 job classification. Employees that do not qualify at the Road Mtc 3 classification upon successfully bidding or being hired into the Road Maintenance Department will be provided with the opportunity to develop competency utilizing the following process:

1. Utilizing the flow-to-work structure, the Company will provide targeted opportunities for employees in the Road Mtc 2 and Road Mtc 1 classifications to gain operational experience and develop competency in the road crew functions that they need in order to progress into the next classification.

2. The length and type of targeted opportunities will be determined by the company based on business need and will occur within the day-to-day functioning of the road maintenance crew.
 - a. Prior to a targeted opportunity occurring. The employee must have been instructed in the safe operation (including JSA review), maintenance requirements and environmental best management practices for the equipment/function they will be developing within.
3. Competency will be determined by the Company using a combination of field observations, peer evaluation and/or review of the employee's abilities by a competent operator.
 - a. Achieving competency in a road crew function will allow that employee to be considered for that function as part of the daily planning of the flow-to-work job assignments.
 - b. However, obtaining competency does not entitle an employee with permanent or even temporary assignment to that function.
4. Once Employees have developed enough competencies to qualify at the Road Mtc 3 classification, targeted opportunities will only be provided to fit operational or business needs.

“Grandfather” Provisions:

Current employees will be grandfathered at their current rate of pay until their skill/competency warrants advancement. This transitional period does not preclude the Company from making job assignments to meet the objectives outlined in this agreement. All employees in this department, including Grandfathered employees, are expected to flow to work to meet the needs of the operations.

WAGE TABLE

	6/1/2022	5/29/2023	6/3/2024	6/2/2025
	5.50%	3.00%	3.00%	2.50%
YARD & LOAD				
Processor	\$ 34.580	\$ 35.615	\$ 36.685	\$ 37.600
Loader	\$ 33.735	\$ 34.745	\$ 35.785	\$ 36.680
Shovel Logger	\$ 34.580	\$ 35.615	\$ 36.685	\$ 37.600
Skidder Operator	\$ 32.455	\$ 33.430	\$ 34.435	\$ 35.295
Leveling Shovel Operator	\$ 35.495	\$ 36.560	\$ 37.655	\$ 38.595
Utility	\$ 30.500	\$ 31.415	\$ 32.355	\$ 33.165
MAINTENANCE				
Maint. Utility	\$ 26.495	\$ 27.290	\$ 28.110	\$ 28.815
Entry Woods Mech	\$ 30.080	\$ 30.980	\$ 31.910	\$ 32.710
Woods Mechanic	\$ 32.805	\$ 33.790	\$ 34.805	\$ 35.675
Journey Woods Mech	\$ 37.495	\$ 38.620	\$ 39.780	\$ 40.775
ROAD MAINTENANCE				
Road Maint. 1	\$ 29.490	\$ 30.435	\$ 31.410	\$ 32.245
Road Maint. 2 *	\$ 30.490	\$ 31.435	\$ 32.410	\$ 33.245
Road Maint. 3 *	\$ 31.490	\$ 32.435	\$ 33.410	\$ 34.245
ENGINEERING				
Engr Crew Leader	\$ 31.155	\$ 32.090	\$ 33.055	\$ 33.880

**Classification not subject to general wage increase. Wage is decreased based on rate of Road Maint 1.*

From: [iamsurveyadmin](#)
To: [DataInfoGroup](#)
Subject: SRF-5
Date: Monday, August 14, 2023 4:56:11 PM

This email is from a sender not in the IAM's email system. Do not click any links or open attachments unless you are expecting this information. If unsure, contact the sender to confirm.

Username: D3DA10AD-6609-49D1-8596-F8CA800D771D

Numeric Response ID: 160359

Response GUID: 738B8851-24C3-4969-BA0F-9EC8A551CC2A

Survey Start Date: Monday, 14 August 2023 16:09:33

Survey Completed Date: Monday, 14 August 2023 16:55:02

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 Yes

Check-Off Guide Dogs No

Is this a ...

First Agreement No

Master Agreement No

Coordinated Bargaining Agreement Yes

Aerospace (Related) No

Health Care (Related) No

Service Contract Act (Related) No

Products Manufactured / Services

Forest 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

Aberdeen Woods Operations

Former employer name

If applicable.

Not Answered

Work Place Address

510 N Evans St

City

Aberdeen

State / Province

WA

Zip Code

98520

Reported # of Barg Unit Employees at Site

23

Reported # of IAM Members in Unit at Site

23

Union Status

Dues Required / Agency Fee

Corporate Address (If different from Work Place Address)

220 Occidental Ave S, 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

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.

\$34.49

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

IAMAW SRF-5

OCCUPATION DETAILS

Occupation(s)

Farming, Fishing & Forestry

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HEALTH CARE / BENEFITS DETAILS

Employee Premium Contribution

Name	Date Rate Effective	Coverage Tier	Amount Type	Amount	Frequency	Memo
1 Health Plan	06/01/2022	Employee Only	Dollar (\$)	\$12.00	Bi-Weekly	
2 Health	06/01/2022	Employee + 1	Dollar (\$)	\$24.00	Bi-	

IAMAW SRF-5**OTHER UNIONS ON SITE**

Name(s)

Not Answered

Memo

none

IAMAW SRF-5**CONTRACT LANGUAGE DETAILS**

Type(s) of Contract Language

Please select all that apply

Not Answered

Memo

Not Answered

IAMAW SRF-5**ADDITIONAL COMMENTS AND/OR DETAILS**

Additional Comments and/or Details

Not Answered

IAMAW SRF-5**UPLOAD CONTRACT DOCUMENT**

Please attached an electronic version of the Contract here.

Final - Aberdeen 2022-2026 Contract.pdf - 371 KB

[Download File](#)