

WEYERHAEUSER COMPANY

LONGVIEW OPERATIONS & SORT YARD



Local Negotiations

INTERNATIONAL ASSOCIATION OF MACHINISTS

AND

AEROSPACE WORKERS

AFL-CIO

LOCAL LODGE W536



April 3, 2026

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

1) **Article 16 – Wages**

TA 4/1

Delete G.3. – remove obsolete language as follows:

G. Shift Differentials

~~3. In computing payment for overtime employment of night shift and M-1-A shift employees, computation shall be based upon the regular rate of pay of the employees involved, including the night shift and M-1-A differential.~~

2) **Woods Operations Wage Table – Establish an entry level job classification**

TA 4/2

Establish a 2-tier entry-level job classification structure with a Utility 1 – Trainee being entry point for unskilled labor and Utility 2 reserved for semi-skilled utility labor. Entry into the Trainee position is intended to come from external hires.

These entry-level job classifications are intended to provide an entry point into the operation; to work as directed and flow to work to perform utility labor tasks/assignments as needed.

The Utility 1 position is an entry-level role designed to develop the skills, knowledge, and experience required, including opportunities to gain familiarity with equipment. Individuals in this role will work under close supervision while learning safe work practices, basic equipment operation, and general logging support tasks, with expectations to progress into the Utility 2 position. Progression to Utility 2 classification will be at the Company's discretion when deemed competent.

The Utility 2 classification will have the ability to independently perform utility labor tasks/assignments, including flow to work in other roles (e.g. Skidder), and will also provide advanced training on logging equipment when opportunities arise. Note: Utility 2 employees will receive the Utility 2 classification rate of pay until deemed fully competent/qualified on a respective piece of equipment. Employees in the Utility job classification are expected to gain the necessary skills to bid into advanced positions as opportunities/vacancies arise.

It is understood that the establishment of these classifications is not intended to displace the current workforce.

Utility 1 rate of pay: \$27.00/hour

Utility 2 rate of pay: Equivalent to the "Utility" rate in other woods CBAs, currently \$33.165/hour
Provide an entry point for unskilled labor into the Longview woods operation.

3) Article 10 – Safety Program

TA 4/1

Eliminate outdated language as noted below:

B. Committees

There shall be established separate safety committees for Woods operations and Sort Yard operations. Union representation shall be from the following areas for the Woods: one (1) from each department. Union representation shall be from the following areas for the Sort Yard: one (1) from the operations working a day shift; one (1) from the operations working a night shift; one (1) from the scaling crew; and one (1) from maintenance. ~~The Safety Committees will be charged with formulating the safety policy that will be enforced throughout their Operation. The Standing Committees will have the authority and responsibility to jointly agree to Safety Ground Rules which are binding when signed by both parties.~~

~~G. Repetitive Injuries~~

- ~~1. Each individual who has a recordable accident or injury will be immediately counseled by his/her supervisor to identify causes and corrective actions.~~
- ~~2. An individual who has two (2) work-related accidents or injuries within any twelve (12) month period will be counseled by their supervisor and Union representative, to determine if there is a need to correct any improper work procedures, practices, conditions or behaviors that may be a contributing factor to their accidents or injuries.~~
- ~~3. Although the purpose of this procedure is to solve problems, the Company's concerns will be expressed, and it will be clearly communicated that further incidents cannot be tolerated~~

4) Longview Sort Yard Maintenance Work System

TA 4/2

Update 2004 Memorandum of Agreement and incorporate as Supplement in CBA. See Attached.

HOUSEKEEPING

TA 4/1

- Article 13 – D & E – correct to C. 2 & 3
- Article 11 – B – remove reference to Welder (required to have basic tools)
- Other housekeeping may include other mutually agreed to updates/corrections identified during the time of revision and rewrite.

Unresolved agenda items presented by the parties may be carried forward to the subsequent stages of this collective bargaining process.