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LABOR AGREEMENT *1,506 ee*

By and Between

**WEYERHAEUSER COMPANY  
MID-SOUTH WOOD PRODUCTS**

**AND**

**WOODWORKERS DISTRICT W-2  
INTERNATIONAL ASSOCIATION  
OF MACHINISTS AND  
AEROSPACE WORKERS  
AND ITS LOCAL LODGE W15**

**March 1, 2003**

**Expires March 1, 2007**



*87 pages*

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## LABOR AGREEMENT

This Agreement, by and between Weyerhaeuser Company, Mid-South Wood Products, hereinafter referred to as the "Company," and the Woodworkers District W-2, International Association of Machinists and Aerospace Workers, and its Local Lodge W15, hereinafter referred to as the "Union," WITNESSETH:

### ARTICLE I RECOGNITION

#### Section I

The Company recognizes the Woodworkers District W-2, International Association of Machinists and Aerospace Workers, and its Local Lodge W15 as the sole collective bargaining agent for all production and maintenance employees engaged in logging at its facilities and shops at Wright City, Oklahoma, and at Dierks and Mountain Pine, Arkansas, and all production and maintenance employees at its plants at Wright City, Oklahoma, and at DeQueen, Dierks and Mountain Pine, Arkansas, with the following exceptions:

Office clerical employees, professional employees, supervisory employees, watchmen and guards, as defined by the National Labor Relations Act.

#### Section II

The Union agrees that the Company shall have complete, unlimited, exclusive and unilateral rights concerning all phases of any new facility or expansion of an existing facility for a period of time beginning with the first day of construction of said facility (or facilities) and ending four months (120 calendar days) after the first marketable product is produced by or processed through said facility (or facilities). Upon the expiration of said time period, the new or expanded facilities will be considered a part of the existing facilities for purposes

of collective bargaining. It is agreed that the term "all phases" as used above includes, but is not limited to, establishment of wage rates, hiring employees, terminating employees, transferring employees, hours of work, seniority, all overtime practices, training and general operation of the facility involved. Expansion of an existing facility as used herein contemplates a significant expansion and not a minor expansion such as the addition of a small production machine in a production machine center.

For the purpose of this article, the Company agrees that it will give consideration to any present employee who requests employment in a new or expanded facility and that it will automatically, without request, give such consideration to any employee who is laid off but otherwise eligible for employment.

## **ARTICLE II** **MANAGEMENT'S RIGHTS**

### **Section I**

Except as explicitly limited by a specific provision or provisions of this Agreement, the Company shall continue to have the exclusive right to take any action it deems appropriate in the management of this operation and the direction of the work force in accordance with its judgment. All inherent and common-law management functions and prerogatives which the Company has not expressly modified or restricted by a special provision of this Agreement are retained and vested exclusively in the Company and are not subject to arbitration under this Agreement.

### **Section II**

The Company specifically reserves the exclusive right to, in accordance with its judgment, reprimand, suspend, discharge, or otherwise discipline employees for proper cause; hire, promote, retire, demote, transfer, layoff and recall employees to

work; determine employee competency and qualification; maintain the efficiency of employees; close down the operation or any part thereof or expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation or service, control and regulate the use of machinery, equipment, and other property of the Company; determine the number, location and operation of plants and divisions and departments thereof, the products to be handled, the schedules of production, the assignment of work and the size and composition of the work force, make or change rules, policies, and practices not in conflict with the provisions of this Agreement, introduce new or improved research, development, production, maintenance, services and distribution methods, machinery and equipment, and otherwise generally manage the operation, direct the work force, place production and maintenance work with outside contractors and establish terms and conditions of employment, except as expressly modified or restricted by a specific provision or provisions of this Agreement.

### Section III

The Company's not exercising any function hereby reserved to it, or its exercising any such function in a particular way, shall not be deemed to be a waiver of its rights to exercise such function or preclude the Company from exercising the same in some other way not in conflict with the express provision of this Agreement.

## **ARTICLE III** **CONTINUOUS OPERATION**

### Section I

The Union and its Local agree that neither of them will authorize, encourage, or assist in any way a strike, walkout, work stoppage, slowdown, or other similar interruption of work.

## Section II

In the event that any member or members of the Local Union or the International Union shall call, engage in, sanction or assist in any strike, walkout, work stoppage, slowdown or other similar interruption of work, or shall refuse in concert or solicit concerted refusal to perform their regularly assigned services, when directed to do so by the Company, then the Local Union and the International Union and their officers and directors agree to the following:

- A. That the Company may take whatever disciplinary action it deems appropriate, including discharge, and that the degree of such disciplinary action shall not be reviewable through the complaint procedure and the arbitration procedure provided for in this Agreement, except upon the ground that the employee did not participate in the strike, walkout, work stoppage, slowdown, or other similar interruption of work or that the Company discriminated against an employee in the disciplinary action taken hereunder; and
- B. That each of them jointly and severally, will immediately disavow and refuse to recognize any picket line or lines established as a result of conduct prohibited by this Article, and in addition, each will do everything within their respective powers to secure the disestablishment and disbanding of any picket line or lines; and
- C. That each of them, jointly and severally, shall immediately take or cause to be taken all affirmative action to demand, cause and require each and every member to perform the terms and conditions of this Agreement.

## Section III

In the event that any member or members of the Local Union or the International Union shall call, engage in, sanction, or assist in any conduct prohibited by this Article, the Company agrees

that it will not file or prosecute any action for damages arising out of said strike, walkout, work stoppage, slowdown, or other similar interruption of work, against the Local Union, its officers, representatives, or individual members, provided that the Local Union, its officers, and representatives, perform their obligations and responsibilities as set forth in this Article, or against the International Union, its officers and representatives, provided that they perform their obligation and responsibilities as set forth in this Article.

#### Section IV

Nothing in Section III above shall preclude any right to which the Company was previously entitled to seek legal redress of any individual who has caused damage, injury to, or loss of Company property.

#### Section V

During the term of this Agreement, the Company shall not cause, permit, or engage in any Lockout.

### **ARTICLE IV** **CHECK OFF**

#### Section I

The Company, on receipt of written authorization from a permanent employee, shall deduct from the pay of such employee the initiation fee and monthly dues (or equivalent thereof) in accordance with the amounts specified in writing to the Company by an authorized Union official. The amount deducted, together with a list of the employees involved, will be remitted to the Financial Secretary of the Local Union monthly, as soon as practical after the second (2<sup>nd</sup>) deduction.

Half (equal increments) of the monthly dues amount will be payroll deducted from the employee's check on the first and second pay periods of each month. The Union will submit a properly completed Payroll Deduction Authorization to Payroll



Services. The deductions shall occur within the designated pay period in which the check-off and deduction authorization is received.

If an employee is not entitled to a pay check during the period when dues deductions are made because he/she has not earned wages during the period, deductions according to the provisions of this Article will be made from his/her wages on the first pay period designated for Union dues deductions after he/she has returned to the active payroll.

The Union agrees to indemnify and hold the Company harmless against any claim which may be made by reason of these deductions.

## Section II

Weyerhaeuser's standard Payroll Deduction Authorization form will suffice as written authorization for payroll deduction of union dues. Employees will be required to sign an Authorization for Check Off statement as follows:

AUTHORIZATION FOR CHECK OFF  
TO: WEYERHAEUSER COMPANY

(Date)

I hereby assign, from my earnings now or hereafter payable to me from the Employer, to Woodworkers District W-2, International Association of Machinists and Aerospace Workers, and its Local Lodge W15, or its successor, a sum equal to Union membership dues and, if owing by me, an initiation fee, as certified to the Employer by the Local.

This assignment and authorization is in consideration of the costs of representation and collective bargaining and is not contingent upon my membership in the Union.

Pursuant to this assignment and irrespective of my present or future membership status in the Union, I authorize and direct you to deduct, while I am employed in the represented bargaining unit of the Employer, such sum equal to membership dues and, if owing by me, an initiation fee, as certified to the Employer by the Local.

Regardless of my membership status, this assignment and authorization shall be irrevocable until a date one year from its effective date, or until the date on which the current collective bargaining agreement between the Employer and the Union is terminated, whichever is earlier. I agree and direct that this assignment and authorization shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year from its effective date, or for the period of each succeeding applicable collective bargaining agreement between the Employer and the Union, whichever period is shorter. This assignment and authorization may only be revoked by written notice by individual registered mail, return receipt requested, given by me to the Employer and the Union, postmarked not more than twenty (20) days and not less than ten (10) days prior to the expiration date of each one-year period, or the expiration date of each applicable collective bargaining agreement between the Employer and the Union, whichever is earlier.

This authorization and assignment supersedes all previous authorizations and assignments.

Signature of Employee \_\_\_\_\_  
Address \_\_\_\_\_  
Employee Number \_\_\_\_\_

## ARTICLE V UNION SECURITY

### Section I

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 the Union either:

- A. Regular monthly membership dues in the case of employees who are or become members of the Union, or
- B. 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.

AND

- C. The regular initiation fee in the case of employees who become members of the Union, or
- D. An amount of money equivalent to the regular initiation fee in the case of new employees who are not members of the Union for negotiating and administering the contract.

#### Section II

All such regular monthly membership dues and initiation fees, or equivalent charges, may be deducted as provided in the Check Off Article of this Agreement.

#### Section III

The Company will discharge any employee who fails to pay or tender to the Union his regular monthly membership dues or initiation fee in the case of members of the Union, or an amount of money equivalent thereto in the case of non-members.

#### Section IV

The Union's request for discharge of any employee delinquent in payment of his regular monthly membership dues and initiation fee of an amount of money equivalent thereto shall be made in writing, giving at least two (2) weeks notice to the employee and to the Company.

Each such employee shall have at least two (2) weeks from receipt of notice to:

- A. Appeal the Union's statement, or
- B. Pay his regular monthly membership dues and/or initiation fee or such equivalent amount of money.

#### Section V

This article shall be applicable thirty-one (31) days after the effective date of the foregoing provisions for present employees who are not members of the Union and thirty-one (31) days after the date of hire for all new employees after the effective date of said provisions.

Present employees, on the effective date of this Agreement, who are not members of the Union, shall not be subject to the initiation fee provisions of this Article, unless they later become members of the Union and an initiation fee is applicable.

#### Section VI

The Company will furnish to the Union on the first of each month a list of all new employees, along with their addresses, and a list of employees whose employment has been terminated.

#### Section VII

The above provisions of the Union Security clause do not apply in any State where such provisions are prohibited by State law.

#### Section VIII

The Union agrees to indemnify and hold the Company harmless against any claim which may be made by anyone by reason of a discharge resulting from the application of this Article.

**ARTICLE VI**  
**GRIEVANCE COMMITTEE, STEWARDS AND**  
**BARGAINING COMMITTEE**

Section I Grievance Committee. The Union shall elect for the following plants or operations as follows:

Wright City	1) Lumber	One (1)
	2) Plywood	One (1)
	3) Maintenance	One (1)
	4) Raw Materials	One (1)
	5) Chief Steward	
Dierks	1) Lumber	One (1)
	2) Veneer	One (1)
	3) Maintenance	One (1)
	4) Raw Materials	One (1)
	5) Chief Steward	
Mountain Pine	1) Plywood Dry	One (1)
	2) Plywood Green	One (1)
	3) Maintenance	One (1)
	4) Chief Steward	
Timberlands	1) Oklahoma	Two (2)
	2) Arkansas	Two (2)
DeQueen Shop		Three (3)
DeQueen Treating		Three (3)

In those locations that have a Chief Steward, the Chief Steward shall be the Grievance Committee Chair. All other locations shall elect, or appoint, their Grievance Committee Chair from the members of the Grievance Committee.

Each of these committees shall be known as the "Complex Grievance Committee," and shall represent its employees' group at the 3<sup>rd</sup> step of the grievance procedure for the purpose

of grievances arising out of this agreement. At 2<sup>nd</sup> step the Grievance Committee shall be made up of up to four (4) shop stewards and the Grievance Committee representative from that plant or operation and the Chief Steward.

#### Section II Shop Stewards

An adequate number of shop stewards shall be elected or appointed by the Local Union at each plant or operation. Stewards will be required to fully perform the duties of their jobs with the Company the same as any other employee; however, this shall not be construed to prohibit the stewards and the grieved employee from discussing a first step grievance with their immediate supervisor during working hours provided there is no interruption of work as a result of this discussion.

#### Section III

The Union shall elect from among the membership employees who shall be known as the Bargaining Committee and shall represent the Union and all bargaining unit employees for the purpose of bargaining with the Company on wages, hours of work and other conditions of employment.

#### Section IV

The Union shall furnish the Company in writing the names of the Shop Stewards, members of the Grievance Committee and members of the Bargaining Committee and will promptly inform the Company in writing whenever changes are made.

The Company shall identify to the Union appropriate department heads for grievance handling purposes.

## **ARTICLE VII**

### **GRIEVANCE PROCEDURES**

#### **Section I**

Grievances under this Agreement shall be limited to those disputes arising over the interpretation of and compliance with its provisions.

Should any grievance arise between the Company and the Union or any of the Company's bargaining unit employees, it is understood and agreed that the employee involved shall continue to perform the work assigned unless it would endanger his life, limb or safety, or the life, limb or safety of another or others.

Grievances shall be handled in the following manner:

STEP 1 Within seven (7) calendar days after knowledge of the incident giving rise to the grievance, the employee, with or without his/her Shop Steward will present the grievance orally to the employee's immediate Supervisor. It is agreed this shall be an informal and personal but earnest effort. If the grievance cannot be settled immediately, the supervisor and steward, and grievant where appropriate, will jointly investigate the facts and complete a Joint Investigation form. Joint investigation forms generated by this joint fact finding process will not be submitted by either party in arbitration hearings. If the grievance is then not satisfactorily settled within seven (7) calendar days, the grievance will immediately be put in writing on the proper form and submitted to the Supervisor. If the oral step is by-passed, the grievance shall be referred back to the oral step. The Supervisor shall respond in writing within seven (7) calendar days and his/her response shall be submitted to the Shop

Steward. Settlements made by either party at this step shall be non-precedence setting and will not be referred to in future issues. If a settlement cannot be reached, then the shop steward shall submit the grievance to the Grievance Committee which shall be taken up with the Management. A request for a meeting with the Management on any specific grievance must be made within fourteen (14) calendar days after the receipt by the Union of the Supervisor's answer as provided above.

Grievances which arise as a result of a discharge shall be submitted in writing and will be initiated at the STEP 2 level.

- STEP 2 If the grievance is not settled at Step 1, then within fourteen (14) days, the grievance shall be further handled between the 2<sup>nd</sup> level of management or designee, and/or Human Resource Manager, and the Grievance Committee. An earnest effort shall be made to have the Grievant and immediate Supervisor attend this meeting. The Company shall give its answer in writing to the Chair of the Grievance Committee within seven (7) calendar days after the Step 2 meeting.
- STEP 3 If the grievance is not thus settled, then within fourteen (14) calendar days, the grievance shall be further handled by a meeting between the 3<sup>rd</sup> level of management or designee and/or Human Resources Manager, the Grievance Committee, and the Business Agent of the Union and/or his representative. Grievances handled by the 2<sup>nd</sup> level of management at Step 2 will not be handled at Step 3 by the same individual.



The Manager's answer shall be furnished in writing in the form provided within seven (7) calendar days after the STEP 3 meeting is held and such answer shall be directed to the Business Agent, or his representative, who attended the STEP 3 meeting and the Chair of the Grievance Committee.

## Section II

Should the STEP 3 decision of the Manager be unsatisfactory and the Union desires to process the matter further, the complaint may be submitted to Arbitration within seven (7) calendar days following the date of the next scheduled meeting of the Sub-Local for the location where such grievance was filed.

The Union and the Company will first attempt to agree on an Arbitrator. If they cannot agree upon an Arbitrator, the Federal Mediation and Conciliation Service shall be asked to furnish a panel of seven (7) Arbitrators from whom an Arbitrator may be selected. If no agreement can be reached from the first panel, then a second panel of seven (7) shall be requested immediately. The Union and the Company shall determine by lot the order of elimination, and thereafter each shall, in that order, alternately strike one (1) name from the panel until only one (1) name remains. This person shall be the Arbitrator.

The decision of the Arbitrator shall be final and binding upon all parties of this Agreement.

The Arbitrator shall have no power to add to or subtract from or modify any of the terms of this Agreement or any Agreement made supplementary hereto nor to establish or change any wage, except as specifically provided for in Section II of Article X. Any case referred to Arbitration on which he has no power to rule shall be referred back to the parties without decision. The cost of the Arbitrator shall be borne equally by both parties concerned. The parties recognize that prompt decisions are

desirable in cases that go to Arbitration and feel that, absent of unusual circumstances, decisions should be handed down within thirty (30) days after the final submission of a case.

The Union will be allowed to arbitrate not more than three (3) grievances and no more than one (1) of these can be a case involving termination. A grievance must be scheduled with an arbitrator within twelve (12) months from the date of referral or it shall be considered settled. Cases with increasing continuing liability will be given priority for early hearing dates.

Grievances not presented or answered within the time limits specified shall be considered settled. The limits can be extended by mutual agreement.

## **ARTICLE VIII** **SENIORITY**

### Section I Types of Seniority and Departments

- A. For the purpose of this Agreement there shall be one type of seniority: Company.
- B. Company seniority is the length of continuous service with the Weyerhaeuser Company and its predecessors in a bargaining unit job covered by this Agreement.
- C. The following are the departments of each plant or operation:
  - I. MANUFACTURING
    - a. Treating Plant
      - 1) Pole Peeler
      - 2) Framing
      - 3) Kilns

- 4) Manufacturing Transportation
  - 5) Treating
  - 6) Shipping
  - 7) Effluent/Environmental
  - 8) Service Crew
  - 9) Maintenance & Electrical
- b. Wright City
- 1) Green End (includes Raw Materials, Sawmill, Kilns)
  - 2) Planer Mill
  - 3) Shipping
  - 4) Powerhouse & Yard Crew (Utility)
  - 5) Maintenance & Electrical
  - 6) Filing & Grinding
  - 7) Hardwood Sawmill
- c. Wright City Plywood
- 1) Green Veneer (includes Dry Veneer)
  - 2) Lay-Up
  - 3) Finishing & Shipping
- d. Mountain Pine Plywood
- 1) Green Veneer (includes Raw Materials & Dry Veneer)
  - 2) Filing and Grinding
  - 3) Lay-Up
  - 4) Finishing & Shipping
  - 5) Maintenance & Electrical
  - 6) Powerhouse & Utility
- e. Dierks
- 1) Raw Materials
  - 2) Sawmill
  - 4) Kilns, Powerhouse & Utility Crew
  - 5) Maintenance & Electrical

- 6) Filing & Grinding
- 7) Planer & Shipping

- f. Dierks Veneer
- 1) Veneer

2. TIMBERLANDS
  - 1) Forestry
  - 2) Construction
3. DEQUEEN SHOPS

## Section II

A. Permanent vacancies in Manufacturing and Raw Materials shall be filled according to the provisions of this section.

B. All employees shall be entitled to fill vacancies under the following conditions:

- 1) A description of all biddable vacancies within a geographical complex (or plant where applicable) shall be posted on all complex boards for a period of at least five (5) days before initial selection to fill such vacancy is made.

Biddable jobs are those jobs with rates of pay above the base rate for that specific plant, excluding all jobs above the entry level in training programs and lines of progression.

- 2) Employees who work within a complex shall have the right to bid on a vacancy within the complex.
- 3) Filling of the vacancy with the bidder processing the most Company seniority, subject to the limitations of Section IV below.

- C. The posted descriptions in A(1) above shall identify jobs by the location, shift, and rate. An eligible employee may apply for these jobs by completing the forms provided by the Company and delivering said forms to his immediate Supervisor.

### Section III

- A. Permanent vacancies in Timberlands shall be filled according to the provisions of this section.
- B. All Timberlands employees shall be entitled to fill vacancies within their operation under the following conditions:
- 1) A description of all biddable vacancies within the applicable operation shall be posted on the bulletin board for a period of at least five (5) days before the selection to fill such vacancy is made.  
  
Biddable jobs are those jobs with rates of pay above the base rate for that specific operation, excluding all jobs above the entry level in training programs and lines of progression.
  - 2) The filling of the vacancy with the bidder possessing the most Company seniority subject to the limitations of Section IV below.
- C. The Company will post, for informational purposes, a list of all Timberlands jobs classifications and the applicable wage rate.
- D. The Company will utilize existing bulletin boards at the following Timberlands locations for the purposes of complying with B and C above:

- 1) Mountain Pine
- 2) Dierks
- 3) Wright City

Copies of the job postings will be made available at the forestry units.

#### Section IV

A. In filling the vacancies described in Sections II and III above, the Company is entitled to take business needs fully into account. Such consideration, however, shall be limited to the following factors:

- 1) The successful bidder must possess the minimum qualifications necessary to perform the job with reasonable trial and training periods not to exceed thirty (30) working days, taking into account where applicable to the job in question prior training, experience, physical ability, aptitude and overall general employment records. This time limit may be extended by mutual agreement of the Company and Local Union.
- 2) The rate of pay applicable to the new job shall become effective upon permanent assignment to the classification. Retro-pay for the time worked during the trial and training period will be made upon this permanent assignment. A successful bidder need not be considered for another job for a period of four (4) months. A successful bidder is identified as the employee who successfully completes the trial period and is permanently assigned to fill the vacancy.
- 3) Certain few jobs as reasonably determined by the employer in the CBU require special skill and training so that progression through certain other jobs is necessary, and promotions beyond the entry level

jobs within such lines shall be based on Company seniority and reasonable residence requirements in the job below the vacant job to acquire the specific skills and training. In the event the Company feels that an employee lacks such skills and training at the time an opening occurs in the job above but the Union disagrees, the employee shall be given a reasonable trial period in the higher job not to exceed thirty (30) working days. An employee may not refuse a promotion under this subparagraph if he/she has fulfilled the residency requirements except on the basis that he/she is physically incapable of performing the work or he/she is not qualified to perform the work. If an employee, for any of the reasons permitted by this sub-paragraph, declines promotion, he/she must do so in writing. He/she may subsequently reinstate the right to promotion, in writing, but may not be promoted to the higher job until at least one person has been permanently promoted around him/her.

- B. The only base rated jobs that are subject to bid are those that are entry jobs into a progression or a skills training program.

#### Section V

- A. Entry level positions in plant maintenance, timberlands maintenance, sawfilers and grinders and energy/utilities and all other progressive training programs shall be subject to the job posting procedure provided in Section II and III above. Promotion within these programs shall be governed by the terms of Exhibits B, C, E and F, respectively. The Company may hire qualified personnel, above the entry level, according to the provisions of the respective plan.

- B. The Company may use only such tests as have been validated as demonstrably relevant to performance of the particular jobs in question.
- C. Any employee who is removed from any training program due to lack of ability to progress through said program will be assigned to other work as follows:
- 1) If the employee has been in the training program for four (4) months or less, such employee will be returned to the former position held immediately prior to entering the training program, provided the employee is fully qualified to efficiently perform the work.
  - 2) If the employee has been in the training program for more than four (4) months, such employee may exercise Company seniority to displace an employee in the department where the employee worked immediately prior to entering the training program. This displacement can only occur on job classifications for which the employee is fully qualified to efficiently perform the work.
- D. The Company will assume the responsibility of providing adequate training opportunity in all phases of the training programs.

#### Section VI

In all plants and operations, an employee accepting assignment under the procedures in Sections II, III and IV A(3), to a different classification will be given a fair trial and training period at the rate of pay applicable to the new job, not to exceed thirty (30) working days. If, during the period, the Company finds that necessary ability is lacking, the employee shall return to his former position without waiting for the expiration of the thirty (30) working days. If the Company



agrees that the employee's work is satisfactory by the end of the thirty (30) working days, the employee shall have no further claim to his old job. If an employee is returned to his former position before thirty (30) working days, the next senior qualified applicant shall be given the opportunity to qualify for the job. This time limit can be extended by mutual agreement of the Company and the Union.

#### Section VII

- A. If no applications are on file for a permanent vacancy or if no applicants meet the qualification standards described in Section II of this Article, the Company may fill the vacancy from any source available.
- B. The Company will accept downward job bids in the event of disability supported by objective evidence or in those situations where the vacancy created by the employee's move would not cause loss of acceptable production. It is understood the Company would control the timing of these moves.
- C. Temporary replacements employed during their vacation period or on a part-time basis shall not accrue seniority nor shall they be employed in such a way as to deprive regular employees of recall or promotion rights.

All temporary replacements employed in a plant and performing bargaining unit work shall be laid off before any bargaining unit employees are laid off from that plant provided such bargaining unit employees are fully qualified to efficiently perform the work required and the duration of the lay off is to be more than one (1) day.

- D. New employees shall not become entitled to seniority or the provisions of the grievance procedures as defined in this Agreement until after forty-five (45) days worked, after which seniority shall date from date of hire.

- E. Maintenance assignments outside the work location normally occupied will not be made for disciplinary or other reasons not connected with maintenance needs.
- F. When it is determined that a maintenance employee will be permanently reassigned from one work area to another, the least Company senior employee in the affected classification in the work area being reduced will be reassigned. After assignment to the new work area, the reassigned employee will be permitted to exercise shift preference under the provisions of Article XL, Shift Preference.

#### Section VIII

- A. In case of temporary layoffs or reduction of force, employees will be laid off the equipment, operation or job involved.
- B. When a temporary layoff or reduction of force lasting more than one (1) day but not exceeding five (5) work days occurs, employees who are laid off from the job affected may exercise their company seniority on entry level jobs in the affected department provided they are able to efficiently perform the work on a normal production basis.
- C. In case of layoffs or reduction of forces exceeding five (5) work days, but not to exceed thirty (30) work days, employees may exercise Company seniority to displace the least senior employee in a classification within their plant provided they are qualified to efficiently perform such work without loss of acceptable production. Once this displacement has occurred, the employee who has bumped into the classification will be permitted to exercise shift preference as provided in Article XL.

- D. In case of layoffs or reduction of forces that will exceed thirty (30) work days, the least Company senior employees in the classifications affected may exercise Company seniority to displace the least senior employee in the classification, in any department, within their geographical area as defined by Exhibit J, provided they are qualified to efficiently perform such work without loss of acceptable production. Once this displacement has occurred, the employee who has bumped into the classification will be permitted to exercise shift preference as provided in Article XL.
- E. For purposes of application of this section, the term "qualified" shall be defined as having occupied that classification on a permanent bid, temporary bid, currently the designated relief for that job or other verifiable objective evidence of the individual's ability to perform that job. All employees shall be deemed qualified in entry-level and utility positions. It is understood that the employee must be able to efficiently perform the work of the job to which they are bumping without loss of acceptable production. Should an employee exercise their bumping option and not be able to efficiently perform such work, they shall be assigned to an entry-level position within the complex.
- F. In order to retain the right to return to the operation transferred from under these provisions, the employee must return to the original operation at the first opportunity. Failure to comply with these requirements will result in the forfeiture of any recall rights.
- G. The parties recognize that layoffs and reduction in force are caused by many different types of circumstances and that determinations as to the duration are not based on an exact science, therefore, cannot always be specific. In consideration of this fact, the Company will exercise its

best judgment in determining the duration of the layoff. The layoff provisions to be applicable will be based on this determination.

#### Section IX

- A. After layoff because of lack of work, employees shall be recalled in the inverse order in which they were laid off. If an employee, because of lack of work in his classification is transferred to another job, he shall be entitled to his original job upon reopening of the same.
  
- A. Employees who are laid off because of lack of work and who have been employed for more than thirty (30) days worked shall have the right of reinstatement without loss of seniority except as hereinafter noted.
  
- C. Any layoff because of lack of work which extends for a continuous period of more than two (2) years shall break seniority.
  
- D. During the period for which a laid-off employee retains recall rights, the personnel office will notify such employee of any vacancy available in the plant which the laid-off employee has the ability and experience to fill and to which his seniority may entitle him. Notice will be made to the employee by certified mail (return receipt requested) sent to his last known address. The notified employee will be given three (3) days after receipt of such notice to notify the personnel office that he will return to work and fourteen (14) days after receipt of such notice to actually return to work unless this period is extended with the express permission of the Company. The failure of such an employee to comply with any of the above conditions within the time limits specified shall forfeit all reinstatement rights.

- E. In the event a certified letter fails to reach an employee at his last given address and is returned to the Company, this shall be taken as proof that the employee has failed to keep the Company posted on his address and he, therefore, forfeits all rights for reinstatement.
- F. Employees in Maintenance or Filing and Grinding who are laid off their regular job as a result of a reduction in force and who has sufficient seniority to displace other employees and remain actively at work but elects layoff rather than exercise this right, will only be recalled in his original job classification. These employees may on a one-time basis reinstate their recall status to other vacancies upon proper notification to the Company in writing by certified letter return receipt. This is reinstatement to the recall list in seniority order and if recall is not accepted when offered the individual shall forfeit recall rights.

#### Section X

An employee promoted or transferred from a job within the bargaining unit to a position outside the said unit shall continue to accrue seniority on the job and in the department from which he came for a period of twelve months and if he remains beyond that period in the new position, he shall forfeit all seniority rights under this Agreement.

#### Section XI

Those employees presently employed at plants and operations covered by this Agreement, who have unbroken employment with the Company, including employment at another plant, will be given credit for said unbroken period of employment for purposes of vacations and pension plans provided said employees are otherwise eligible for participation in these programs and have not been advised previously that they were ineligible. Employees may transfer from one geographic

location to another without loss of vacation or pension credits provided:

- 1) The employee requests the transfer in writing.
- 2) The manager at the new location approves the transfer in writing.

This paragraph shall only apply to those plants covered under this Agreement and cannot be construed as a Company-wide transfer policy.

#### Section XII

Employees who transfer from one plant or operation covered by this agreement to any other plant or operation covered by this agreement shall retain their Company seniority for all purposes and rights covered in this Agreement. Transfers under this provision shall be subject to the following:

- 1) The employee must request the transfer in writing.
- 2) There must be work available at the location to which the employee is requesting to transfer and the employee must be qualified to perform the work required. "Available Work" is defined as either:
  - a. A vacancy in an entry-level position at the location the employee is transferring to, or;
  - b. Higher level jobs which match the employee's qualifications and which have not been able to be filled through normal bidding procedures.
- 3) The request must be approved in writing by the manager at the new location.
- 4) An employee cannot request a transfer from a plant or operation in which he has less than six (6) months of service.

- 5) An employee cannot transfer more than one (1) time in a two (2) year period.
- 6) No more than three percent (3%) of the employees in any specific plant or operation can transfer out in a six (6) month period. This shall be based on the number of employees in the plant or operation at the start of the calendar year.
- 7) By stating its reason in writing, the Company may delay transferring an employee whose request has been approved but such delay shall not exceed two (2) months.
- 8) If more than one (1) transfer is being considered, the employee with greater Company seniority will be given preference.

## **ARTICLE IX** **SENIORITY LISTS**

An up-to-date seniority list, including Company seniority, will be furnished the Local Union not more often than six-month intervals. The Company agrees to post the seniority list issued at each facility in the break area of each plant every six (6) months. This posted seniority list shall not contain personal data.

## **ARTICLE X** **WAGES**

### **Section 1**

The hourly rates and job classifications for employees covered by this Agreement are set forth in Exhibit "A" attached hereto, and made a part of this Agreement, and shall remain in effect throughout its life.

## Section II

When new jobs are created or when changes in content are made which result in a substantial change in the content of existing jobs, a temporary rate of pay will be assigned to such jobs and they will be considered temporary for a maximum of sixty (60) calendar days. During this sixty (60) calendar day period the Company will conduct an evaluation of the job in question. At the completion of this evaluation, the Company will meet with the Grievance Committee which represents the job in question and fully explain the elements and results of the evaluation. The rate of pay agreed upon in this meeting shall be implemented. If a mutually satisfactory rate cannot be agreed upon, the Company will set the rate it deems appropriate and advise the Union of the date this rate became effective. The Union may, within fifteen (15) calendar days following the date of notification, file a grievance contesting this rate of pay and such grievance shall be initiated at the second step of the grievance procedures. Should a grievance not be filed within this fifteen (15) calendar day period the rate of pay shall become final and will not be subject to further review.

The Company and Union agree to meet in the thirty (30) day period prior to each anniversary date of this agreement and seriously attempt to reach settlement of all grievances referred to arbitration under this Section that have not been arbitrated as of that date. Either party that ignores this obligation shall forfeit said grievances. Within thirty (30) days after meeting, the Local Union shall notify the Company of its intent to arbitrate those unsettled grievances or refer them to the next contract negotiations. In the event the Local Union elects to arbitrate, it shall request arbitrator panels within the thirty (30) day period and proceed to arbitration as soon as practical subject to the arbitrator's availability.



Section III

Those new jobs created under the provisions of Section II of Article I are not subject to the provisions of this Article nor Article VII.

**ARTICLE XI**  
**OVERTIME AND PREMIUM PAY**

Section I

Time and one-half shall be paid for the following:

- 1) For all time worked in excess of forty (40) hours in any one (1) week.
- 2) For all hours worked on the holidays specified in this Agreement, in addition to holiday pay if so entitled.
- 3) For all time in excess of eight (8) hours in any one day. However, when the schedule is changed to a work day of longer than 8 hours, the employees who work this new schedule will have daily overtime computed only on those hours worked beyond the schedule. If conditions require the Company to schedule shifts for less than a 40-hour week, the Company will revert to 8-hour schedules for computing daily overtime.

For the purpose of computing overtime under this Section, schedule changes will be for a full week except when conditions beyond the control of the Company cause a schedule change.

For application of this Article, the work week and the twenty-four (24) hour period that is a work day, a Sunday, or a holiday shall be as designated under Article XII, Hours of Work.

Section II

Overtime shall be paid on a daily or weekly basis whichever is greater, but shall not be pyramided nor shall more than one basis of calculating overtime be used to cover the same hours.

Section III

Employees will not be rescheduled for the sole purpose of avoiding payment of overtime.

Section IV

If a holiday falls on one of an employee's scheduled work days, the hours paid for but not worked shall be counted in computing weekly overtime.

**ARTICLE XII**  
**HOURS OF WORK**

Section I

The normal work day shall consist of eight (8) hours of work and the normal work week shall consist of forty (40) hours of work. Nothing in this Article shall be construed as guaranteeing or limiting the hours of work per day or days of work per week.

Section II

The work week shall begin on Monday at 12:01 AM unless a different starting time is designated. Each work day shall begin at 12:01 AM, or other designated starting time, and shall end at 12:01 AM the following day.

Section III

The designation of a new starting time for the work week shall, for payroll purposes, be understood to designate the starting time for Monday, the first day of the work week.

#### Section IV

To the extent possible, employees on rotating shifts shall, as a group, be allowed to choose their rotation period in increments of one week with a *minimum* of one and a maximum of four.

#### Section V

Employees are required to report for work at the designated starting time unless they have obtained prior approval from their foreman to be absent. Manufacturing plant employees, if unavoidably prevented from reporting for work, shall notify the Plant Guard or the Shift Supervisor on duty before the designated starting time and give their name, their shift, the name of their foreman and the cause and probable duration of the absence. Timberlands employees shall furnish this information to their *immediate* Supervisors before the start of the shift they will miss. Employees who, because of an emergency, cannot give this notice will notify the Company as soon as possible following the emergency. If the Company has made arrangements for filling a vacancy due to an employee's absence and the employee reports back to work without prior notice, or sufficient prior notice, he shall be sent home and shall not be eligible for reporting pay.

The time for the start of an employee's shift may be changed at any time by the Company upon notification to the employee at least twenty four (24) hours prior to the start of a new shift. This provision shall not be applicable to those Timberlands employees who are normally assigned on a flexible daily schedule.

Weekly work schedules for the manufacturing facilities will be posted by noon Thursday for the following week. Work schedules for weekends will be posted by noon Thursday. It is recognized that weekly and weekend schedules are based on operating requirements and are subject to change based on operating requirements, shutdown schedule, fluctuations in the demand for products, or to meet other conditions.

In operations with continuous shifts, no employee shall leave his work place at the end of his shift until relieved either by his mate or by permission of his Supervisor. If overtime results from the failure to be relieved, the vacancy shall be filled by the employee who was not relieved; however, when an employee is held over under these circumstances and requests to be relieved, the Company shall make an effort to find a suitable replacement. The Company shall not be obligated to pay two (2) persons for simultaneously filling the same job during shift-change procedures.

#### Section VI

The Company shall offer direct deposit for employee paychecks into the bank of the employees choice (guaranteed Friday availability). For those employees who do not participate in direct deposit their checks will be mailed to their home address on record and delivery will depend on the timeliness of the US mail (Friday delivery not guaranteed).

By July 1, 2003 or as soon as practical thereafter, the Company will implement Biweekly payroll for all employees. Upon implementation of biweekly pay, an employee may receive a \$500 pay advance. This advance will be deducted from the next four payroll checks in equal installments.

### **ARTICLE XIII** **REPORTING PAY AND CALL-INS**

#### Section I

Employees who have not been notified not to report and who report for work on their regular shift and find no work available shall be entitled to four (4) hours work or four (4) hours pay at their straight-time rate. Employees who report and begin work shall be entitled to actual hours worked, four (4) hours work or four (4) hours pay at their straight-time rate. The above provisions shall not apply in cases of storms, floods, accidents, power breakdowns, and other causes beyond the control of the

Company. The Company, at its option, may work or not work the four (4) hours involved.

#### Section II

Any employee called into work at a time other than his designated shift shall be entitled to no less than four (4) hours pay at his straight-time rate, or time and one-half for hours actually worked, whichever is greater. Employees called in at a time other than their designated shifts who work into their scheduled shift shall be paid at their regular rate and shall continue to work their scheduled hours in addition to the hours for which they were called in early. Such employee may be relieved before completing his scheduled hours upon request to and approval by his supervisors.

### **ARTICLE XIV** **SHIFT DIFFERENTIAL**

A shift differential of twenty cents (20) per hour will be paid for each hour worked by an employee on his/her scheduled shift which starts between the hours of 12:00 noon and 5:59 p.m.

A shift differential of twenty-five cents (25) per hour will be paid for each hour worked by an employee on his/her scheduled shift which starts between the hours of 6:00 p.m. and 4:59 a.m.

Shift differential shall only be applicable on those jobs where shifts are utilized. Day workers held over will be paid the appropriate shift differential if for one (1) hour or more.

### **ARTICLE XV** **TEMPORARY TRANSFERS**

Any employee temporarily advanced to a higher rated job shall receive the higher rate of pay for so long as he performs the job for one (1) hour or more. Employees advanced for the sole

purpose of training shall receive their regular rate of pay. Employees temporarily transferred to a lower rated job for the convenience of the Company shall continue to receive their regular rate of pay; otherwise they shall receive their regular rate of pay; otherwise they shall receive the rate of the job to which they are temporarily transferred. Employees who are temporarily transferred to such lower rated jobs without being given the option of layoff in lieu thereof, are transferred for the convenience of the Company.

A bargaining unit employee who is temporarily set up as a supervisor shall not be considered for overtime work in his/her bargaining unit job classification during the shift before the set-up, the shift of the set-up and the shift after the set-up. Shift, as used herein, shall mean the time period of a shift whether or not any work is actually scheduled or performed during the shift. In other words, this provision specifies a period of time related to the set-up rather than the performance of work.

Temporary vacancies that exist for more than thirty (30) calendar days, on those jobs which are normally filled by the bidding procedure, shall be filled by the senior (Company seniority) qualified employee in the department who desires to fill the vacancy. This employee shall be identified through bidding procedure. Such employee shall not accrue seniority on this job and shall be returned to his/her regular job when the absent employee returns.

## **ARTICLE XVI** **HOLIDAYS**

### **Section I**

The holidays listed below will be considered paid holidays under this Agreement:

New Year's Day, Martin Luther King Jr. Birthday, Easter Monday, Memorial Day, Fourth of July, Labor Day,

Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day

### Section II

Holiday pay shall be governed by Exhibit K, Memorandum of Agreement, between the parties. Holiday pay is subject to the following eligibility requirements:

In order to be eligible for holiday pay, an employee must have successfully completed their probationary period and must have worked his scheduled workday preceding, the day of if it is scheduled, and his scheduled workday following any such holiday unless absent for justifiable cause.

It is understood and agreed that an employee shall be considered absent for justifiable cause if:

- 1) He is away on vacation.
- 2) He is so sick that he is unable to report for work and is able to prove such sickness.
- 3) The sickness of some member of his immediate family makes his absence necessary and he is able to prove such sickness.
- 4) He has been advised by his Supervisor that his services are not required.
- 5) He is otherwise absent because of direct action initiated by the Company.
- 6) He is on leave of absence, not to exceed approximately thirty (30) days, in service of a recognized branch of the Armed Services Reserve.

### Section III

In the event one of the designated holidays occurs on Sunday, the Company shall observe such holiday on the following Monday. When Sunday is a normal scheduled workday for a crew and one of the designated Holidays falls on Sunday or

Monday, the Company and Union by mutual agreement may designate which day the holiday is observed.

Christmas Eve and Christmas Day shall be considered no-work holidays and on those dates crews will be limited to only such employees as are required for the protection of life and property. By January 1 of each year, either Martin Luther King or Labor Day shall be designated as a no work holiday. Other work on these two holidays will be assigned on a voluntary basis.

On all other holidays the Company may, at its option, work or not work its employees.

Non-production work and non-maintenance work scheduled on a holiday for less than a full shift will be assigned on a voluntary basis.

Holiday pay for employees whose normal work schedule is more than 8 hour shifts shall be:

- Normal scheduled hours for holidays falling on an employee's scheduled workday, and
- 8 hours for holidays falling on an employee's scheduled day off.
- Holiday pay will be eight (8) hours for employees working on a holiday.
- When employees are not scheduled to work but are called out to work, they shall receive the holiday pay allowance that would have been received had they not been called out.



## ARTICLE XVII VACATIONS

### Section I Eligibility

- 1) Upon completing twelve (12) months continuous employment --- one (1) week paid vacation.
- 2) Upon completing three (3) years continuous employment - --- two (2) weeks paid vacation.
- 3) Employees who, on their anniversary date which occurs after the effective date of this agreement, attain eight (8) years of service and are otherwise eligible will receive three (3) weeks of vacation.
- 4) Employees who, on their anniversary date which occurs after the effective date of this agreement, attain fifteen (15) years of service and are otherwise eligible will receive four (4) weeks of vacation.
- 5) Effective March 4, 1996, employees who, on their anniversary date attain twenty (20) years of service and are otherwise eligible, will receive five (5) weeks of vacation.

### Section II Vacation Qualification

In order to qualify for vacation with pay, an employee must have worked 1,200 hours during the twelve (12) month period immediately preceding the anniversary date on which he became eligible for the appropriate vacation whether it be 1, 2, 3 or 4 in Section I above. Time lost due to a compensable injury will count toward completion of the 1,200 hours.

### Section III Qualifying Dates and Vacation Pay

- A. Employees eligible for one (1) week vacation pay:

- 1) Such employee will be paid an amount that equals forty-eight (48) hours pay at his classified wage rate or temporary bid rate on his anniversary date.
- B. Employee eligible for two (2) weeks of vacation pay:
- 1) Such employee will be paid an amount that equals ninety-six (96) hours pay at his classified wage rate or temporary bid rate on his anniversary date.
- C. Employee eligible for three (3) weeks of vacation pay:
- 1) Such employee will be paid an amount that equals one hundred forty-four (144) hours pay at his classified wage rate or temporary bid rate on his anniversary date.
- D. Employee eligible for four (4) weeks of vacation pay:
- 1) Such employee will be paid an amount that equals one hundred ninety-two (192) hours pay at his classified wage rate or temporary bid rate on his anniversary date.
- E. Employees eligible for five (5) weeks of vacation pay:
- 1) Such employee will be paid an amount that equals two hundred and forty (240) hours pay at his classified wage rate or temporary bid rate on his anniversary date.

#### Section IV

In the event a paid holiday, as defined under the "Holiday" Article found elsewhere in the Agreement, falls within any employee's vacation, if otherwise qualified, he shall be entitled to such holiday pay in addition to his vacation pay.

#### Section V

The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with any and all of the above

provisions. Insofar as is possible, however, consideration will be given to individual employee preferences in scheduling vacations, provided such employee submits a vacation request at least fourteen (14) days in advance of the date the vacation is to commence. In conflicting requests, the employee with greater Company seniority shall be given preference provided the request is filed at least thirty (30) days prior to the start of a scheduled vacation of a less-senior employee.

#### Section VI

Should the employee elect time off with pay, he may be granted said pay on any day he may elect after his employment anniversary date. Should the employee elect pay in lieu of time off, he shall receive same on the first pay day following his employment anniversary date. Vacation pay shall appear in the appropriate regular paycheck and tax deductions will be made by an averaging method.

#### Section VII

An employee who has completed five (5) years or more of continuous employment as of his anniversary date of such continuous employment, but has failed to work 1,200 hours during the previous year, will be paid vacation pay upon a pro-rata basis of one-twelfth (1/12) per month for the months he did work, provided he is otherwise eligible for vacation pay. One hundred seventy-three (173) hours shall constitute one (1) month.

#### Section VIII

For application of this article, one (1) week is defined as seven (7) consecutive days.

## ARTICLE XVIII LEAVES OF ABSENCE

### Section I

A leave of absence (not to exceed twenty-four (24) months) shall be granted to an employee unavoidably kept from work by reason of personal sickness or non-occupational accident. If an employee is disabled due to non-occupational illness or accident, coverage for the employee and dependents will continue until the first day of the month following twelve weeks of disability. Employees must pay their normal monthly contribution as long as he or she continues to receive a paycheck, after which time the company will cover the cost for the remainder of the twelve-week period. When the employee reaches the end of the twelve-week period, he or she and his or her dependents may continue coverage through COBRA by paying only their normal monthly contribution amounts until the anniversary date of his or her disability or until he or she ceases to be disabled (whichever occurs first). Upon return from such leave, the employee will be re-instated to his former or equivalent position (without loss of seniority) provided that such personal sickness or accident does not prevent the employee from satisfactorily performing said job. The Company, at its option and in its best judgment, may require the employee to submit to a physical examination by a Company-chosen physician and at Company cost, prior to returning the employee to work, for the purpose of determining physical ability following absences of this type. Employees and or their dependents may continue coverage for the balance of the 18 or 29 month COBRA period by paying the full cost of coverage.

### Section II

Permanent employees who leave the employ of the Company for the purpose of entering the Armed Forces of the United States of America, either by enlistment or conscription, will be

## **ARTICLE XX**

### **DISCIPLINARY PROCEDURES**

The Company rules listed below are designated to fairly and impartially regulate employees' actions in order to obtain and maintain an orderly and proper operation of the facility.

Since the violations of some rules are more serious than the violation of others, the rules have been divided into two (2) groups governed by the seriousness of the offense.

The employee and Local Union shall be informed of action taken by the Company as a result of violation of these rules within five (5) working days after the violation is known to the Company. When a disciplinary layoff, including discharge, is to be given, a Shop Steward or Committeeman will be present provided one is on duty and working in that department at that time.

#### **GROUP ONE**

- One violation of these rules - Instructions and Warning in Writing
  - Two violations of these rules - One Day Suspension
  - Three violations of these rules - Three Day Suspension
  - Four violations of these rules - Discharge
- a) Negligent damage to property of the Company or another employee.
  - b) Neglecting duty or failing to maintain reasonable work standards.
  - c) Disorderly or immoral conduct.
  - d) Indulging in horseplay or participation in practical jokes which may endanger himself or other employees or Company property.
  - e) Reading on duty except when required by work.
  - f) Garnishment within provisions of applicable law.

- g) Violation of safety rules or instructions.
- h) Habitual tardiness or habitual absenteeism.
- i) Failure to notify the Company when absent from work unless unavoidably prevented from doing so or failure to give reasonable reason for such absence.
- j) Posting or circulation of unauthorized material on plant premises.
- k) Refusal to permit inspection by Plant Guards of objects brought in or taken out of plant.
- l) Sleeping on duty.
- m) Using abusive or threatening language to anyone while on duty.
- n) Smoking in non-smoking area.

## GROUP TWO

### *First Offense -- Discharge*

- a) Willful smoking in non-smoking areas.
- b) Rafting, operating punch boards, or gambling on the Company premises.
- c) Bringing intoxicants or narcotics into the mill or their use or consumption in the mill or reporting for duty under the influence of intoxicants or narcotics, or possession of intoxicants or narcotics on Company property.
- d) Being grossly insubordinate or disobedient.
- e) Intentional damage to property of the Company or an employee.
- f) Offering or taking a bribe of any kind in connection with work.
- g) Deliberate sleeping on duty.
- h) Sabotage.
- i) Absent for three (3) consecutive working days without notifying the Company or without reasonable excuse.
- j) An employee found guilty of being the aggressor in a fight on Company mill site property including the parking lot or by Timberlands employees while at the job site.

- k) Unauthorized possession of explosives or firearms on Company mill site property including the parking lot or by Timberlands employees while at the job site.
- l) Theft of property of Company or any other employee.
- m) Deliberate falsification of Company records.
- n) Leaving the plant site during scheduled working hours without being properly relieved or without proper authorization.

When a statement against an employee is to be entered into the disciplinary record of the employee, the Company will furnish the employee and the Union with a copy of such statement.

When an employee has received no disciplinary action for a period of one (1) year, prior disciplinary warnings for minor offenses will not be used against him. However, reprimands or warnings which have been given through leniency in lieu of suspension or discharge for serious offenses justifying suspension or discharge as set forth above, in Causes for Discharge, will be considered in determining the disciplinary penalty to be applied in cases of subsequent serious offenses.

### **ARTICLE XXI** **FIRE FIGHTING**

Employees shall be paid their regular base rate for fire fighting so long as such rates are not regulated by the laws of the States of Arkansas and Oklahoma and so long as employees do not abuse this practice. Should either or both states establish laws providing compensation for fire fighting, the parties agree that the rates of the state where the fire fighting is conducted shall prevail.

Should any employee or employees willfully set a woods fire or fires, the parties agree that, for the remainder of the contract term, fire fighters shall be paid their regular rate of pay for the remainder of the shift in which the fire fighting started,

thereafter, the entry-level rate shall be paid all men engaged in fire fighting except that employees operating machinery shall be paid the regular operator's rate of the machinery involved. Normal proof of arson will be required.

### **ARTICLE XXII** **WORK BY SUPERVISORS**

No supervisor will perform any work usually done by employees in the bargaining unit except to demonstrate the manner in which the work is to be done, when a breakdown occurs, for the temporary relief of an employee or in cases of emergency.

### **ARTICLE XXIII** **UNION OFFICERS' ACCESS TO PLANT**

The President and Business Agent of the Local Union shall, after execution of the proper forms, be issued an annual pass which may be utilized to enter the mill premises provided that they do not interfere with the Company's business or operation. On entering the mill premises they shall sign in with the security guard at the main entrance and shall specify the area to be visited.

Other local Union Officers, Shop Stewards and Committeemen may enter the mill premises at times other than their regular working hours whenever the business of the Union shall require, provided that they shall not interfere with the Company's business or operation. Said employee shall be required to obtain a pass from the Plant Personnel Supervisor or his authorized Representative.

International Representatives of the Union shall be permitted to visit the mill upon request to and approval of the Plant Personnel Supervisor or his authorized Representative.



Other than the changes recognized herein all other provisions relating to plant visitation shall remain in effect.

#### **ARTICLE XXIV** **CONTINUOUS EMPLOYMENT**

Voluntary separation, discharge for cause, and layoff due to lack of work for a continuous period of more than two (2) years shall constitute a complete break of continuous employment and no past service shall be credited in event of re-employment, except for pension benefits which shall be as specified in the Pension Plan.

#### **ARTICLE XXV** **SHOP TOOLS**

Shop tools and equipment, including tools peculiar to Company operation, shall be furnished by the Company. Hand tools normally required by the employee in the performance of his work shall be furnished by the employee.

#### **ARTICLE XXVI** **BREAKS**

In existing manufacturing facilities, the Company agrees to provide employees with reasonable periods (not to exceed ten (10) minutes each) away from their job stations during the work day. For employees working scheduled shifts of ten (10) hours or more, a break period not to exceed fifteen (15) minutes will be provided. One such period will be provided in each half shift. It is the intent of the Company that these breaks be given within one (1) hour of the midpoint of each half shift. Granting of this depends upon the availability of relief and non-interruption of the normal production schedule.

There are no formal break periods in non-manufacturing operation; however, reasonable break periods will be granted those employees on an informal basis.

### **ARTICLE XXVII** **COMPENSABLE INJURIES**

An employee who sustains a compensable injury and who is advised by the attending physician not to return to work that day will be paid the remainder of his shift at his regular rate.

### **ARTICLE XXVIII** **NON-DISCRIMINATION**

It is the intent of both the Company and the Union that there shall be no discrimination against any employee or Union member, and that each will cooperate fully to abide by all applicable laws, including ADA, and regulations prohibiting discrimination because of race, creed, religion, color, sex, national origin, age, union activity, failure to participate in such activities, the presence of a physical or mental handicap, or whether an individual is a veteran of the Vietnam Era.

### **ARTICLE XXIX** **SAFETY DEVICES**

The Company will provide the following safety devices where needed:

Safety Hats	Aprons*
Goggles*	Ear Protectors*
Rubber Gloves*	Non-Prescription Safety Glasses

*\*These items furnished only to employees at manufacturing installations.*

No charge will be made for safety devices provided they are turned in to the supply room when worn out or when the employee is terminated. Safety devices issued to employees shall be worn at all appropriate times.

Any employee who is required to wear prescription safety glasses will be reimbursed 50% of the cost of lenses and frames that meet Company specifications if ordered through the Company.

### **ARTICLE XXX** **SAFETY COMMITTEEMEN**

The Company and Union recognize the desirability of reducing injuries arising out of employment and, to that end, agree that the Union shall select one (1) employee from each shift from each plant or operation with a minimum of two (2) employees from each plant or operation, as named in Article VI, who shall be certified to the Company, in writing, to act in the capacity of Safety Committeemen.

Safety Committeemen shall be allowed time off from their duties during paid work hours, at the discretion of their supervisor, to carry on their duties in the field of safety. Safety Committeemen shall be granted access to the plant under the provisions of Article XXIII, only for the purpose of performing the duties of that position and shall not interfere with other employees' work or interrupt normal production while performing these duties.

Safety Committeemen will be advised of accidents and, if available, will be utilized to participate on committees established to investigate accidents in their plant or operation. ("If available" means on duty at the time.)

Safety Committeemen shall represent the employees and shall act in an advisory capacity to the Company.

## ARTICLE XXXI INSURANCE

### Section I

The Company will, during the term of this Agreement, provide/make available life insurance, Voluntary Group Life, Flexible Spending Accounts and a non-occupational accident and sickness weekly benefit for all active employees.

Effective March 1, 1998 the amount of life insurance will be equal to approximate annual base salary rounded up to the nearest \$2,500, with a minimum of \$25,000. Voluntary Group Life shall be offered on a voluntary self-pay basis for the employee, spouse, and children. Non-occupational accident and sickness benefit will be 60% of the individual's classified hourly rate times 40 hours.

### Section II

The hospital-surgical-medical insurance plan for employees and dependents shall be continued and, during the term of this agreement. Effective 1/1/05, employees shall pay premiums as follows on a pretax basis:

Employee Only	\$5.00 /month
Employee +1	\$10.00 /month
Employee +2 or more	\$15.00 /month

Each January 1<sup>st</sup>, future increases or decreases in gross premiums to be shared 50/50 with an annual increase or decrease maximum of \$5/\$10/\$15 per month for the employee depending on the level of coverage. Decreases cannot go below \$0 premium contribution.

### Section III

The dental insurance plan (1998 version) shall remain in force. The premium for coverage for active employees shall be paid

by the Company. Dependent premiums of \$15.00 per month shall be paid by the employee.

### **ARTICLE XXXII** **PENSION PLAN**

The present Pension Plan, as amended, shall be continued in effect and, effective March 1, 2003, the pension benefit shall be \$28.00 per month per year of service, the benefit level will be unreduced at age 62.

- Effective March 1, 2004 this benefit shall be increased to \$29.00 per month per year of service.
- Effective March 1, 2005 the benefit shall be increased to \$30.00 per month per year of service.
- Effective March 1, 2006 the benefit shall be increased to \$31.00 per month per year of service.

The Company shall provide and make available for participation its approved standard 401K plan to employees with a company match of 50 cents per dollar up to the first 5% of eligible base pay.

### **ARTICLE XXXIII** **HEALTH, SAFETY AND SANITATION**

The Company shall make reasonable provisions for the health, safety and sanitation of its employees during the hours of their employment. The parties will cooperate in investigating health, safety and sanitary conditions and will carefully consider any reasonable recommendations made by the Union in respect thereto. The parties will cooperate in assisting and maintaining the Company's rules regarding health, safety and sanitation.

Problems arising out of this Article will be reported by the Union Safety Committeeman as provided in Article XXX in writing to the appropriate Company Safety Coordinator

involved and if this problem is not resolved within a reasonable time period, the Union Safety Committeeman may present a grievance concerning the problem to the Plant Manager where the problem exists. The grievance, once filed with the Plant Manager, shall then be handled the same as all other written grievances as provided under Article VII of this Agreement.

#### **ARTICLE XXXIV** **SUBSTANCE ABUSE**

Weyerhaeuser and Local Lodge W15 have formed a "Substance Abuse Policy" Committee to provide leadership in educating all employees regarding the hazards, risk, and consequences of substance abuse. All Union stewards and all Company supervisors will be expected to participate in training for detecting possible drug and alcohol abuse. Employees with drug and alcohol problems are encouraged to self-identify and take advantage of the Employee Assistance Program counselors and other resources provided to help them get free of drug or alcohol problems.

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.

#### **ARTICLE XXXV** **TIME OFF FOR VOTING**

Employees working all hours while the polls are open and who are qualified to vote and desire to do so, will be given time off, with pay, to vote on election day.

## **ARTICLE XXXVI** **FUNERAL LEAVE**

When death occurs to a member of an employee's immediate family, the employee will be granted an appropriate leave of absence and he shall be compensated at his regular straight time rate of pay for his scheduled hours of work on the day before the funeral, the day of the funeral, and the day following the funeral, subject to the following limitations:

- a) Members of an employee's immediate family are limited to the employee's spouse, mother, mother-in-law, father, father-in-law, brothers, sisters, sons, daughters, stepchildren, grandchildren and grandparents. Proof of relationship may be required.
- b) No compensation will be granted where the employee does not attend the funeral.
- c) Compensation during funeral leave will not be counted as hours worked for the purpose of computing overtime.
- d) Regular straight time rate of pay means the straight time at which the employee would have worked had he not been on funeral leave.

## **ARTICLE XXXVII** **JURY DUTY**

### **Section I**

An employee who is required to serve on a jury for the Federal, State or County Government shall be given leave of absence for the duration of such service and shall be paid by the Company for each day which he serves on said jury a sum equivalent to the difference between eight (8) times his regular hourly base rate and his jury fees. No pay will be received for jury duty if such duty is performed on hours in which the employee is not scheduled to work, except as otherwise provided in this Article. The Company shall be entitled to

require proof of qualification when application for payment is made.

#### Section II

An employee scheduled for jury duty whose work schedule is on the graveyard shift will be excused from his work shift immediately preceding the scheduled jury duty, and shall be paid for time lost just as though jury duty had been performed during scheduled work hours.

An employee whose work schedule is on the swing shift and who performs jury service past 11:00 a.m. will be excused from his work shift that day, and shall be paid for time lost just as though jury duty had been performed during scheduled work hours.

#### Section III

Hours paid for jury service will not be counted as hours worked in the computation of weekly overtime and will be given only for scheduled work time lost.

#### Section IV

The employee must return to work if there are four and one-half (4-1/2) hours or more remaining on his regular scheduled shift at the time he is released.

### **ARTICLE XXXVIII** **LEADMAN**

#### Section I

The leadman classifications are to be filled on an "as needed" basis as determined by the Company. When such need exists, the job shall be posted for bid through application of the posting and bidding procedures as specified in Section II, B-1 of Article VIII; however, in filling this job, the job will be filled by the best qualified applicant of those possessing the necessary minimum standards of



qualifications and ability. In the event that two, or more, applicants possessing equal qualifications are being considered, the one with the most Company seniority will be given preference.

#### Section II

During the time an employee is assigned to the Plant Maintenance Leadman classifications, shall not be subject to the terms of the Maintenance Training Program; but in case of temporary assignment as Leadman, time spent in that capacity shall count toward the employee's promotion review date upon his return to the Maintenance Training Program.

#### Section III

Since assignments to the Leadman classification are on an "as needed" basis and, therefore, may be for a short term, an employee who is removed from the Leadman Classification, if for other than disciplinary reasons, shall be returned to the job he held immediately prior to being promoted to Leadman, provided he retains the skills and ability necessary to perform the job to which he is returning.

### **ARTICLE XXXIX** **DISTRIBUTION OF OVERTIME**

The Company shall be entitled to require that the employees work a reasonable amount of overtime either as additional hours per day or as additional days per week. The Company shall give reasonable notice of the need for overtime work; employees shall be entitled, on an individual basis, to be excused upon presentation of valid personal reasons to their foreman reasonably in advance.

Production overtime of a daily nature will normally be assigned to the employees in the classification when the overtime commences. If more than one employee qualifies under this general rule, the overtime shall be assigned to the most Company senior employee desiring to work. If none of these qualified employees desires to work, the overtime will be

assigned to the least Company senior employee in the classification in the department.

If the production overtime is to be worked as an extra day or days, employees in classifications scheduled to work will work their normal shift and their specific job assignment if it is operating. The Company will make reasonable efforts to balance the overtime by rotating which shifts are required to work.

Maintenance overtime of a daily nature, will be performed by the employee who has been working on that job that day. Overtime work, as an extra day, will be performed by the employee who performs that specific task in that area on a normal basis. (Work areas are as defined in Exhibit I.) If more than one employee qualifies under this general rule, the overtime shall be assigned to the most Company senior employee desiring to work. If none of these qualified employees desires to work, the overtime will be assigned to the least Company senior employee. Employees from Central Maintenance will be assigned, as required, to perform work throughout the complex.

*Filing and Grinding overtime of a daily nature will be performed by the employee who had been working on that job that day. Overtime work, as an extra day, will be performed by the employee who performs that specific task in that work area on a normal basis. If more than one employee qualifies under this general rule, the overtime shall be assigned to the most Company senior employee desiring to work. If none of these qualified employees desires to work, the overtime will be assigned to the least Company senior employee.*

The Company may, when it deems it necessary, assign overtime work at its discretion. The Company agrees to do all in its power to limit the use of this discretionary provision, and to prevent partiality in the application of this article.

## ARTICLE XL SHIFT PREFERENCE

An employee working in a particular job classification in which there is an open job to be permanently filled may exercise shift preference on the basis of his Company seniority in the job classification, and the job posted for bidding under (Article VIII, Section II) will be on the shift that is open after exercise of shift preference rights under this Section. Shift preference rights may be exercised under this paragraph only to move to open shifts and not to displace other employees except in the case of a layoff. In the event of a layoff or shift reduction, those employees impacted shall be allowed to exercise shift preference within their classification.

For the purposes of this Article, to insure an orderly filling of job openings, an employee will be required to exercise shift preference within forty-eight (48) hours after the opening takes place. The Company will make available to all employees a shift preference form which may be filled out by the employee prior to an opening occurring stating the employee's shift preference. Such forms when filled out will be filed with the Department Supervisor.

Shift preference for maintenance employees shall be exercised within the specific work area. (Work areas are as defined in Exhibit I.)

Employees in base rated classifications may exercise shift preference to move to vacancies in their classification in their department.

It is understood that, to insure an efficient maintenance force, a balance of necessary skills must be maintained on each shift of the maintenance department; therefore, the Company may assign employees from one shift to another to maintain this balance of skills. When such shift assignments are necessary, the least senior qualified employee(s) in this affected classification in the department will receive such shift assignments.

## ARTICLE XLI CONTRACTING OUT

The Company may place work with outside contractors except that manufacturing and plant maintenance work ordinarily performed by bargaining unit employees for which they have the necessary skills and for which the Company has the necessary equipment, materials, manpower and available time, will not be placed with outside contractors if the placing of said work will result in the direct displacement of a then permanent employee(s) on the day(s) said work is performed. Prior to the commencement of such work by a contractor, the Company will notify the appropriate Union official of the nature of the work, the reason for contracting out and the date such work is scheduled to commence. Where an emergency exists and giving of prior notice is not feasible, such notice shall be given at the earliest opportunity thereafter.

## ARTICLE XLII TIMBERLANDS TRAVEL PAY

If a Forestry Department employee reports to his designated marshalling point and loads or services equipment or performs any other similar work at the marshalling point prior to leaving such point for his job site, he shall be paid his regular hourly rate of pay for that day from the time he begins performance of such work until he ceases work at the end of the day.

## ARTICLE XLIII BULLETIN BOARDS

Bulletin boards shall be made available for notices of Union meetings and elections. Any other Union notices or materials must be approved by management before posting.

## ARTICLE XLIV CHANGE OR MODIFICATION

### Section I

If either party shall desire to change any provision of this agreement, it shall give written notice of such desire to the other party at least sixty (60) days in advance of March 1, 2003, or any anniversary date thereafter.

### Section II

The giving of notice provided in Section I above shall constitute an obligation upon both parties to negotiate in good faith, all questions at issue, with the intent of reaching a written agreement prior to the anniversary date.

### Section III

If the parties have not reached an Agreement on or before the anniversary date, all provisions of the Agreement shall remain in effect unless specifically terminated in accordance with the provisions below.

## ARTICLE XLV TERMINATION

At any time after the anniversary date, if no agreement on the question at issue has been reached, either party may give a ten (10) day written notice to the other party of intent to terminate the Agreement. All the provisions of the Agreement shall remain in full force and effect until the specified time has elapsed. During this period, attempts to reach an agreement shall be continued and there shall be no strikes or lockouts.

If the parties fail to resolve their differences before the specified time has elapsed, all obligations under this Agreement are automatically canceled at the expiration thereof.

IN WITNESS WHEREOF the parties hereto have executed this Agreement:

**WEYERHAEUSER COMPANY\***

Lynn Endicott – VP, SWL Sales & Mktg.  
Rod Dempster – VP, Plywood  
Mike Branson – VP, Timberlands

**WOODWORKERS DISTRICT W-2, INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, & ITS LOCAL LODGE W15\***

Randall Rice – Grand Lodge Representative  
Leon Blocker – District President, DBR  
John Morgan – President Local Lodge W15  
Alfred Hobbs, Jr. – Business Agent, Local W15  
Darrell Tharp – Business Representative

**NEGOTIATING COMMITTEES\***

Jerry Cheshire  
Scott Stapp  
Chris Blackwell  
Chad Stephens

Brooks Burton  
Marsha Paslay  
Ron Endicott  
Bill Snyder  
Debbie Burk  
Phil Hays

Ratified 6/20/03

*\*Signatures on file*

## MISCELLANEOUS WAGE RATE PROVISIONS

The wage rate schedule provides scheduled increases for certain jobs at six (6) month intervals. It is understood between the parties that these increases will be automatic; however, it is also understood that these increases are based upon the presumption the employees in those jobs will progress in knowledge, experience, and proficiency. Should it develop that an employee is unable or unwilling to so progress, the parties will meet and adopt remedial measures.

### **EXHIBIT B** MAINTENANCE TRAINING PROGRAM

The Maintenance Training Program is hereby made a part of this Agreement and is identified as Exhibit B.

### **EXHIBIT C** **TIMBERLANDS TRAINING AND PROGRESSION GUIDELINES**

The Timberlands Training and Progression Guidelines is hereby made a part of this Agreement and is identified as Exhibit C.

### **EXHIBIT D** PENSION PLAN

The Pension Plan as amended during negotiations in 1998 is hereby made a part of this Agreement and is identified as Exhibit D.

**EXHIBIT E**  
**SKILLS TRAINING PROGRAM FOR FILERS & GRINDERS**

The Skills Training Program for Filers and Grinders is hereby made a part of this Agreement and is identified as Exhibit E.

**EXHIBIT F**  
**ASSISTANT SUPPLY CLERKS OJT & PROMOTION PROGRAM**

The Assistant Supply Clerks OJT and Promotion Program is hereby made a part of this Agreement and is identified as Exhibit F.

**EXHIBIT G**  
**ENERGIES/UTILITIES PROGRAM**

The Energies/Utilities Program as agreed by the parties is hereby made a part of this Agreement and is identified as Exhibit G.

**EXHIBIT I**  
**MAINTENANCE WORK AREAS FOR DISTRIBUTION OF OVERTIME AND SHIFT PREFERENCE**

**DIERKS COMPLEX**

Green Lumber  
Dry Lumber  
Central Maintenance\*  
Mobile Equipment Shop  
Machine Shop  
Powerhouse  
Mercher  
Veneer



## MOUNTAIN PINE COMPLEX

Plywood  
Mobile Equipment Shop  
Powerhouse

## WRIGHT CITY COMPLEX

Green Lumber  
Dry Lumber  
Central Mechanical\*  
Mobile Equipment Shop - includes Truck Shop and  
Hyster Shop  
Machine Shop  
Powerhouse  
Mercher - (Will become part of Green Lumber and  
Plywood when cut-up system becomes operational)  
Hardwood Sawmill/Mercher  
Plywood

## D&E SHOP

Machine Shop  
Car Repair Shop  
Locomotive Repair Shop

## TREATING PLANT

Central Maintenance\*

\*Employees from Central Maintenance (Mechanical and Electrical) will be assigned, as required, to perform work throughout the complex.

**EXHIBIT J**  
**GEOGRAPHIC AREAS**

1. DeQueen Treating Plant - DeQueen Shop
2. Wright City - Plywood - Lumber - Raw Materials - Oklahoma Timberlands
3. Mountain Pine - Plywood - Raw Materials - Mountain Pine Timberlands
4. Dierks - Veneer - Lumber - Raw Materials - Dierks Timberlands

**EXHIBIT L**  
**HEALTH CARE**

Medical Steering Committee

The Medical Steering Committee will be charged with the responsibility of proactively managing healthcare-related issues with the objective of providing excellent health care coverage for employees represented by IAM Local W15, while controlling costs to both employees and Weyerhaeuser Company.

**LINES OF PROGRESSION**  
**(Applicable to Article VIII)**

**LUMBER (All)**

Kiln Operator  
Transfer Operator & Kiln Helper

606 Set up Specialist  
211 Matcher Set up & Feed Opr (30 Mos)

**PLYWOOD (All)**

Lathe Operator  
Lathe Deckman

**TREATING PLANT**

Treating Operator  
Trainee

**DIERKS**

**Powerhouse (Dierks Only)**

Powerhouse Operator  
Powerhouse Operator Helper  
966 Operator & Fuel Tender Helper

**Raw Materials**

**Yard**

Portal Crane  
Circular Crane

**Pine Mercher**

Large Log Mercher Operator  
Small Log Mercher Operator  
Top (Slasher) Saw Operator

## MOUNTAIN PINE

### Raw Materials

#### Pine Mercher

Large Log Mercher Operator

Small Log Mercher Operator

Relief Operator Pine

## WRIGHT CITY

### Lumber

Matcher Set-up & Feed Head

Matcher Set-up & Feed

Curve Saw

Handy Relief

### Raw Materials

#### Pine Mercher

Large Log Mercher Operator

MDS Operator

Top Saw Operator

#### Hardwood Sawmill

Green Grader

Rip Saw/Chipper Operator

### Yard

Large Stacker Operator

Small Stacker Operator

### Woodroom (Pine & Hardwood)

Woodroom Operator

Woodroom Helper

# WAGE SCHEDULE

## WRIGHT CITY

	<u>Effe</u>	<u>Effe</u>	<u>Effe</u>	<u>Effe</u>	
	<u>3-3-03</u>	<u>3-1-04</u>	<u>2-28-05</u>	<u>2-27-06</u>	
<u>WRIGHT CITY - GREEN END (INCLUDES</u>					
<u>RAW MATERIALS, SAWMILL, KILNS)</u>					
101	CLEANUP	10.70	10.91	11.19	11.47
106	CURVE SAW OPERATOR	15.61	15.92	16.32	16.73
109	CHIP CAR LOADER	12.15	12.39	12.70	13.02
115	CHIPPER SYSTEM OPERATOR	11.25	11.48	11.76	12.06
125	DUAL DEBARKER OPERATOR	13.06	13.32	13.65	14.00
130	BOB CAT OPERATOR	11.15	11.37	11.66	11.95
142	STACKER/STICK LAYER OPERATOR	12.16	12.40	12.71	13.03
146	CURVE SAW HANDY RELIEF - START	12.87	13.13	13.46	13.79
157	OPTIMIZER OPERATOR	12.96	13.22	13.55	13.89
158	CURVE SAW HANDY RELIEF - 6 MO	13.37	13.64	13.98	14.33
159	CURVE SAW HANDY RELIEF - 12 MO	13.93	14.21	14.56	14.93
177	UNSCRAMBLER OPERATOR	11.20	11.42	11.71	12.00
203	SMALL LOG MERCHER-MDS	14.64	14.93	15.31	15.69
230	SINGULATOR OPERATOR	12.61	12.86	13.18	13.51
232	AUTO-TRIMMER OPERATOR	12.61	12.86	13.18	13.51
233	J3 STATION	11.08	11.30	11.58	11.87
274	#2 CHIP-N-SAW FEEDER	15.10	15.40	15.79	16.18
313	WET STORAGE/BARK WASH SYSTEMS OPR	13.14	13.40	13.74	14.08
316	ASST SUPPLY CLERK START	10.70	10.91	11.19	11.47
321	SERVICE CLEAN-UP	10.70	10.91	11.19	11.47
332	FORK LIFT-LARGE	11.18	11.40	11.69	11.98
340	UTILITY OPERATOR	11.51	11.74	12.03	12.33
359	CHIP LOADERMAN	12.15	12.39	12.70	13.02
361	WEIGHMASTER	12.68	12.93	13.26	13.59
371	CHIP LOADERMAN	12.30	12.55	12.86	13.18
373	DECK SORTER OPERATOR	12.68	12.93	13.26	13.59
380	BOBCAT OPERATOR	11.15	11.37	11.66	11.95
382	SORTER OPERATOR - WC HDW ONLY	13.41	13.68	14.02	14.37
383	MOBILE LOG LOADER OPER	13.23	13.49	13.83	14.18
396	UTILITY	10.94	11.16	11.44	11.72
397	MERCHER TOP SLASHER OPERATOR	13.08	13.34	13.68	14.02
398	MERCHER SINGULATOR	12.15	12.39	12.70	13.02

399	LABORER	10.70	10.91	11.19	11.47
400	LARGE STACKER OPER	13.65	13.92	14.27	14.63
486	LARGE LOG MERCHER OPR 240 DAYS	15.11	15.41	15.80	16.19
487	MERCHER OPR LONG LOG TRAINING	13.37	13.64	13.98	14.33
488	MERCHER OPR LONG LOG 60 DAYS	13.65	13.92	14.27	14.63
489	MERCHER OPR LONG LOG 120 DAYS	13.92	14.20	14.55	14.92
490	MERCHER OPR LARGE LOG 180 DAYS	14.24	14.52	14.89	15.26
492	WOODROOM OPERATOR HELPER-WC HRDWOOD ONLY	11.31	11.54	11.82	12.12
493	LUMBER CUT UP SYSTEM TECH	14.28	14.57	14.93	15.30
494	HANDY RELIEF LBR CUTUP SYSTEM	11.31	11.54	11.82	12.12
496	ROTATOR PINE SAWMILL	12.51	12.76	13.08	13.41
498	SMALL STACKER OPER	12.68	12.93	13.26	13.59
535	WOODROOM OPERATOR-IIWD	12.68	12.93	13.26	13.59
536	WOODROOM OPERATOR	13.30	13.57	13.91	14.25
552	MERCHER OPR SHORT LOG 60 DAYS	13.05	13.31	13.64	13.98
553	MERCHER OPR SHORT LOG 120 DAYS	13.37	13.64	13.98	14.33
554	MERCHER OPR SHORT LOG 180 DAYS	13.65	13.92	14.27	14.63
555	MERCHER OPR SHORT LOG 240 DAYS	14.20	14.48	14.85	15.22
572	MOTOR PATROL OPERATOR	12.60	12.85	13.17	13.50
573	TRUCK DRIVER	11.95	12.19	12.49	12.81
735	KILN OPERATOR - WC ONLY	14.19	14.47	14.84	15.21
736	GREEN SORTER OPERATOR	11.81	12.05	12.35	12.66
757	TRANSFER OPER/KILN HELPER PINE & HDW	11.70	11.93	12.23	12.54
760	PINE/HARDWOOD TRANSFER OPR	11.48	11.71	12.00	12.30
764	PINE & HDW LOG LOADER/ MERCHER/SLASHER	13.37	13.64	13.98	14.33
910	MATERIAL STAGING SUPPLY CLERK	12.53	12.78	13.10	13.43
911	PRE-GRADE 1-ASST SUPPLY CLERK	11.26	11.49	11.77	12.07
912	ASST SUPPLY CLERK GRADE 1	11.58	11.81	12.11	12.41
913	ASST SUPPLY CLERK GRADE 2	11.92	12.16	12.46	12.77
914	ASST SUPPLY CLERK GRADE 3	12.53	12.78	13.10	13.43
915	ASST SUPPLY CLERK GRADE 4	13.04	13.30	13.63	13.97
916	ASST SUPPLY CLERK GRADE 5	13.54	13.81	14.16	14.51
917	ASST SUPPLY CLERK GRADE 6	14.19	14.47	14.84	15.21
943	INVENTORY CONTROL/SUPPLY CLK	14.55	14.84	15.21	15.59
<b>WRIGHT CITY - PLANER MILL</b>					
170	TAKEDOWN OPR	10.94	11.16	11.44	11.72
173	STICK SYSTEM OPERATOR	10.87	11.09	11.36	11.65

174	STACKER & TRAY OPERATOR	11.54	11.77	12.07	12.37
181	CLEAN UP	10.70	10.91	11.19	11.47
202	SEPARATOR/UTILITY	10.87	11.09	11.36	11.65
211	MATCHER SETUP & FEED OPR 30 Mos	14.19	14.47	14.84	15.21
214	HEAD PULLER/SET-UP	11.75	11.99	12.28	12.59
219	FORKLIFT / STRADDLE TRUCK OPR	11.41	11.64	11.93	12.23
223	LUMBER PULLER	10.70	10.91	11.19	11.47
225	SORTER OPERATOR	11.82	12.06	12.36	12.67
279	STRAPPING MACHINE	11.59	11.82	12.12	12.42
280	SHORT GRDR/SHVNGS&CHPER MONITOR-WC ONLY	11.39	11.62	11.91	12.21
285	MATCHER SETUP&FEED OPR START	11.14	11.36	11.65	11.94
286	MATCHER&SETUP FEED OPR 6 MOS	11.54	11.77	12.07	12.37
287	MATCHER SETUP&FEED OPR 1 YR	12.02	12.26	12.57	12.88
288	MATCHER SETUP & FEED OPR 18 MO	12.31	12.56	12.87	13.19
289	MATCHER SETUP&FEED OPR 2 YR	12.84	13.10	13.42	13.76
332	FORK LIFT-LARGE	11.18	11.40	11.69	11.98
606	SET-UP SPECIALIST	14.94	15.24	15.62	16.01
612	CUTOFF/SEPARTOR UTILITY	10.94	11.16	11.44	11.72
613	FORKLIFT/CUTOFF SAW	11.36	11.59	11.88	12.17
614	CLT SET UP AND FEED/LEAD	13.85	14.13	14.48	14.84
944	UTILITY/FORKLIFT	10.94	11.16	11.44	11.72
947	SEND-IN-OPERATOR	10.87	11.09	11.36	11.65
961	BIN SORTER OPERATOR	11.54	11.77	12.07	12.37
962	BIN SORTER FEEDER/GRADE READER OPERATOR	11.54	11.77	12.07	12.37
965	LUMBER GRADER-A	13.47	13.74	14.08	14.43
966	LUMBER GRADER-AA	15.11	15.41	15.80	16.19

#### WRIGHT CITY - SHIPPING

781	CHECKER DRIVER	12.68	12.93	13.26	13.59
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#### WRIGHT CITY - POWERHOUSE & YARD CREW (UTILITY)

137	HOG FUEL RECLAIMER OPR (WC)	11.12	11.34	11.63	11.92
299	OPERATOR B, START (WC ONLY)	12.22	12.46	12.78	13.10
300	OPERATOR B, 6 MONTHS (WC ONLY)	12.72	12.97	13.30	13.63
315	OPERATOR B, 1 YEAR (WC ONLY)	13.28	13.55	13.88	14.23
327	LEAD OPERATOR	16.07	16.39	16.80	17.22
328	OPERATOR A	15.26	15.57	15.95	16.35
329	OPERATOR B	13.82	14.10	14.45	14.81

WRIGHT CITY - MAINTENANCE & ELECTRICAL

402	MECHANIC/ELECTRICIAN APPRENTICE GRADE I	11.82	12.06	12.36	12.67
405	MECHANIC/ELECTRICIAN APPRENTICE GRADE II	12.30	12.55	12.86	13.18
406	MECHANIC/ELECTRICIAN APPRENTICE GRADE III	12.79	13.05	13.37	13.71
407	MECHANIC/ELECTRICIAN APPRENTICE GRADE IV	13.29	13.56	13.89	14.24
408	MECHANIC/ELECTRICIAN APPRENTICE GRADE V	13.77	14.05	14.40	14.76
409	ELECTRICAL INSTRUMENT TECH	16.30	16.63	17.04	17.47
411	MECHANIC/ELECTRICIAN APPRENTICE GRADE VI	14.28	14.57	14.93	15.30
412	MECHANIC/ELECTRICIAN APPRENTICE GRADE 7	14.93	15.23	15.61	16.00
413	MECHANIC/ELECTRICIAN APPRENTICE GRADE 8	15.58	15.89	16.29	16.70
414	LUB. SPECIALIST APPRENTICE GR I	11.82	12.06	12.36	12.67
415	LUB. SPECIALIST APPRENTICE GR II	12.30	12.55	12.86	13.18
416	LUB. SPECIALIST APPRENTICE GR III	12.79	13.05	13.37	13.71
417	LUB. SPECIALIST APPRENTICE GR IV	14.60	14.89	15.26	15.65
418	PAY FOR SKILLS LEVEL 1-A	16.97	17.31	17.74	18.19
419	PAY FOR SKILLS LEVEL 1-B	17.70	18.05	18.51	18.97
420	PAY FOR SKILLS LEVEL 1-C	17.92	18.28	18.74	19.20
421	PAY FOR SKILLS LEVEL 2-A	17.55	17.90	18.35	18.81
422	PAY FOR SKILLS LEVEL 2-B	18.27	18.64	19.10	19.58
423	PAY FOR SKILLS LEVEL 2-C	18.50	18.87	19.34	19.83
424	PAY FOR SKILLS LEVEL 3-A	18.13	18.49	18.95	19.43
425	PAY FOR SKILLS LEVEL 3-B	18.84	19.22	19.70	20.19
426	PAY FOR SKILLS LEVEL 3-C	19.06	19.44	19.93	20.43
427	PAY FOR SKILLS LEVEL 4-A	18.70	19.07	19.55	20.04
428	PAY FOR SKILLS LEVEL 4-B	19.41	19.81	20.30	20.81
435	PAY FOR SKILLS LEVEL 4-C	19.65	20.04	20.54	21.06
437	PAY FOR SKILLS LEVEL 5-A	19.27	19.66	20.15	20.65
438	PAY FOR SKILLS LEVEL 5-B	19.98	20.38	20.89	21.41
441	PAY FOR SKILLS LEVEL 5-C	20.22	20.62	21.14	21.67
465	MECHANIC/ELEC. CERTIFIED JOURNEYPERSON B	17.12	17.46	17.90	18.35
466	MECHANIC/ELEC. CERTIFIED JOURNEYPERSON C	17.36	17.71	18.15	18.60



469	LUB. SPECIALIST CERTIFIED JOURNEYPerson	16.40	16.73	17.15	17.57
473	MECHANIC/ELECT. CERTIFIED JOURNEYPerson	16.40	16.73	17.15	17.57
475	MAINT LEADMAN	16.56	16.89	17.31	17.75
476	MECHANIC/ELECTRICIAN CLASS A JOURNEYMAN	15.61	15.92	16.32	16.73

#### WRIGHT CITY - FILING & GRINDING

352	SKILLED FILER & GRINDER	14.94	15.24	15.62	16.01
353	FILER & GRINDER-CLASS A	14.11	14.39	14.75	15.12
354	FILER & GRINDER-CLASS B	13.09	13.35	13.69	14.03
355	FILER & GRINDER-CLASS C	12.61	12.86	13.18	13.51
356	FILER & GRINDER-CLASS D	11.95	12.19	12.49	12.81
357	FILERS & GRINDERS APPRENTICE I	11.36	11.59	11.88	12.17
358	FILERS & GRINDERS APPRENTICE II	10.99	11.21	11.49	11.78
750	DOUBLE CUT FILER AND GRINDER	15.60	15.91	16.31	16.72

#### WRIGHT CITY - HARDWOOD SAWMILL

922	RIP SAW/CHIPPER OPERATOR	11.26	11.49	11.77	12.07
923	TIE GRADER/STACKER	12.41	12.66	12.97	13.30
924	HARDWOOD DEBARKER OPERATOR	13.08	13.34	13.67	14.01
925	LOG INSPECTOR/GRADER	11.86	12.10	12.40	12.71
926	EDGER OPER & TIE INSPECTOR	14.19	14.47	14.84	15.21
927	HARDWOOD RELIEF GRADER	12.25	12.50	12.81	13.13
929	HARDWOOD TRIMER OPERATOR	11.26	11.49	11.77	12.07
930	UNSCRAMBLER OPERATOR	11.26	11.49	11.77	12.07
932	GREEN CHAIN PULLER	10.70	10.91	11.19	11.47
933	HEAD GREEN CHAIN PULLER	10.87	11.09	11.36	11.65
937	RELIEF OPERATOR	16.75	17.09	17.51	17.95
938	HARDWOOD HEAD CAR LINE CHECKER	12.03	12.27	12.58	12.89
940	HDWD BAND SAW SAWYER DC SAW STWKS & CHIP	17.75	18.11	18.56	19.02
941	NHLA GRADER	14.57	14.86	15.23	15.61

#### WRIGHT CITY - PLYWOOD GREEN VENEER (INCLUDES DRY VENEER)

275	CHIPPER/CORE FEEDER	11.18	11.40	11.69	11.98
495	PLYWOOD CUT UP SYSTEM TECH	14.28	14.57	14.93	15.30
675	CANTER/STACKER OPR - WC ONLY	13.05	13.31	13.64	13.98
713	LATHE DECKMAN - WC ONLY	12.56	12.81	13.13	13.46

715	TRASH GATE OPERATOR	11.27	11.50	11.78	12.08
716	VAT OPERATOR	11.33	11.56	11.85	12.14
718	LATHE OPERATOR	14.24	14.52	14.89	15.26
720	GREEN CLIPPER OPERATOR	11.51	11.74	12.03	12.33
721	OOL DRYER TENDER	12.14	12.38	12.69	13.01
722	HANDYMAN	11.18	11.40	11.69	11.98
724	DRYER FEEDER	11.08	11.30	11.58	11.87
729	FORKLIFT DRIVER	11.18	11.40	11.69	11.98
730	PLYWOOD UTILITY	10.70	10.91	11.19	11.47
732	SKOOG OPERATOR	11.08	11.30	11.58	11.87
756	AUTO STACKER OPERATOR	11.53	11.76	12.05	12.36
766	PULLER GRADER	11.18	11.40	11.69	11.98
772	STACKER/GRADER	11.53	11.76	12.05	12.36
773	VENEER WELDER	11.82	12.06	12.36	12.67
785	MOBILE EQUIPMENT OPERATOR	11.41	11.64	11.93	12.23
800	OOL HANDYMAN	11.18	11.40	11.69	11.98
824	OOL DRYER FEEDER	11.08	11.30	11.58	11.87
880	TENDER/PULLER	12.45	12.70	13.02	13.34

#### WRIGHT CITY - PLYWOOD LAY-UP

729	FORKLIFT DRIVER	11.18	11.40	11.69	11.98
730	PLYWOOD UTILITY	10.70	10.91	11.19	11.47
738	GLUE MIXER	12.24	12.48	12.80	13.12
770	SHEET LAYER STATION #7	12.74	12.99	13.32	13.65
790	CORE LAYER/FEEDER	12.89	13.15	13.48	13.81
798	PRESS OPERATOR	12.89	13.15	13.48	13.81
799	LINE TENDER	13.33	13.60	13.94	14.28

#### WRIGHT CITY - PLYWOOD FINISHING & SHIPPING

729	FORKLIFT DRIVER	11.18	11.40	11.69	11.98
730	PLYWOOD UTILITY	10.70	10.91	11.19	11.47
739	PANEL SAW OPERATOR	12.41	12.66	12.97	13.30
742	PANEL PATCH	11.05	11.27	11.55	11.84
743	SANDER/SPECIALTY SAW OPR	12.74	12.99	13.32	13.65
744	CHECKER/DRIVER-PLYWD (WC Only)	11.81	12.05	12.35	12.66
767	STRAPPER	11.26	11.49	11.77	12.07

## DIERKS

	<u>Effec</u>	<u>Effec</u>	<u>Effec</u>	<u>Effec</u>	
	<u>3-3-03</u>	<u>3-1-04</u>	<u>2-28-05</u>	<u>2-27-06</u>	
<b><u>DIERKS - RAW MATERIALS</u></b>					
361	WEIGHMASTER	13.29	13.56	13.89	14.24
371	CHIP LOADERMAN-DKS ONLY	12.30	12.55	12.86	13.18
375	MDS LOADER OPERATOR	12.92	13.13	13.51	13.85
380	BOBCAT OPERATOR	11.15	11.37	11.66	11.95
381	PORTAL CRANE OPERATOR	14.24	14.52	14.89	15.26
383	MOBILE LOG LOADER OPER	13.23	13.49	13.83	14.18
388	CIRCULAR CRANE OPERATOR	14.03	14.31	14.67	15.04
395	YARD HANDYPERSON	13.18	13.44	13.78	14.12
396	UTILITY	10.94	11.16	11.44	11.72
400	LARGE STACKER OPER	13.65	13.92	14.27	14.63
474	MERCHER TOP SLASHER OPR-DKS & WC ONLY	13.08	13.34	13.68	14.02
498	SMALL STACKER OPER	12.68	12.93	13.26	13.59
505	MERCHER TECHNICIAN-1st Level	11.29	11.52	11.80	12.10
506	MERCHER TECHNICIAN-2nd Level	11.90	12.14	12.44	12.75
507	MERCHER TECHNICIAN-3rd Level	12.50	12.75	13.07	13.40
529	WOODROOM/CHIP LOADER	13.84	14.12	14.47	14.83
536	WOODROOM OPR (DKS ONLY)	13.30	13.57	13.91	14.25
539	SMALL LOG MERCHER OPERATOR	14.64	14.93	15.31	15.69
<b><u>DIERKS - SAWMILL</u></b>					
101	CLEANUP	10.70	10.91	11.19	11.47
105	EDGER OPERATOR C-N-S	12.96	13.22	13.55	13.89
115	CHIPPER/LOADER	11.52	11.75	12.04	12.35
121	TRIM SAW OPERATOR & FEEDER	12.61	12.86	13.18	13.51
125	DEBARKER & PRENTICE LOADER OPR	11.78	12.02	12.32	12.62
130	BOB CAT OPERATOR	11.15	11.37	11.66	11.95
136	STICKLAYER GREEN CHAIN	10.70	10.91	11.19	11.47
142	STACKER/STICK LAYER OPERATOR	12.16	12.40	12.71	13.03
149	STACKER OPERATOR	11.15	11.37	11.66	11.95
143	DROP SORTER OPR GREEN CHAIN	11.54	11.77	12.07	12.37
145	BUGGY DUMP/UNSCRAMBLER	11.27	11.50	11.78	12.08
153	SHARP CHAIN OPERATOR	15.10	15.40	15.79	16.18
154	GANG SAW OPERATOR	13.29	13.56	13.89	14.24
240	STICKS & TRUCKS	10.70	10.91	11.19	11.47

601	SAWMILL TECHNICIAN LEVEL I	11.18	11.40	11.69	11.98
602	SAWMILL TECHNICIAN LEVEL II	11.78	12.02	12.32	12.62
603	SAWMILL TECHNICIAN LEVEL III	12.38	12.63	12.94	13.27
616	S-6 HANDY	11.18	11.40	11.69	11.98
620	DROP ATTENDANT	11.15	11.37	11.66	11.95
621	SORTER ATTENDANT	11.15	11.37	11.66	11.95

#### DIERKS - FILING & GRINDING

351	SAW FILERS & GRINDERS LEADMAN	15.89	16.21	16.61	17.03
352	SKILLED FILER & GRINDER	14.94	15.24	15.62	16.01
353	FILER & GRINDER-CLASS A	14.11	14.39	14.75	15.12
354	FILER & GRINDER-CLASS B	13.08	13.34	13.68	14.02
355	FILER & GRINDER-CLASS C	12.61	12.86	13.18	13.51
356	FILER & GRINDER-CLASS D	11.95	12.19	12.49	12.81
357	FILERS & GRINDERS APPRENTICE I	11.36	11.59	11.88	12.17
358	FILERS & GRINDERS APPRENTICE II	10.99	11.21	11.49	11.78

#### DIERKS - KILNS, POWERHOUSE & UTILITY CREW

151	LUMBER/STACKER AREA LEADMAN	13.54	13.81	14.16	14.5
155	GREEN SORT YARD FORKLIFT	12.30	12.55	12.86	13.1
306	POWER HOUSE CLEAN-UP	10.70	10.91	11.19	11.4
319	LARGE DUMP TRUCK OPERATOR	11.95	12.19	12.49	12.8
320	BLDG & GROUNDS UPKEEP	10.94	11.16	11.44	11.7
340	UTILITY OPERATOR I	11.51	11.74	12.03	12.3
345	POWERHOUSE UTILITY	10.93	11.15	11.43	11.7
346	966 OPER & FUEL TENDER HELPER	12.69	12.94	13.27	13.6
347	DRYER OPERATOR & FUEL TENDER	12.24	12.48	12.80	13.1
348	POWERHOUSE OPERATOR HELPER	13.42	13.69	14.03	14.3
350	POWERHOUSE OPERATOR	15.28	15.59	15.98	16.3
364	KILN OPERATOR	14.19	14.47	14.84	15.2
365	TRNS OPER & KILN OPER HELPER	11.70	11.93	12.23	12.5
771	LARGE BUGGY TRANSFER OPR	11.51	11.74	12.03	12.3
911	PRE GRADE 1-ASST SUPPLY CLERK	11.26	11.49	11.77	12.0
912	ASST SUPPLY CLERK GRADE 1	11.58	11.81	12.11	12.4
913	ASST SUPPLY CLERK GRADE 2	11.92	12.16	12.46	12.7
914	ASST SUPPLY CLERK GRADE 3	12.53	12.78	13.10	13.4
915	ASST SUPPLY CLERK GRADE 4	13.04	13.30	13.63	13.9
916	ASST SUPPLY CLERK GRADE 5	13.52	13.79	14.14	14.4
917	ASST SUPPLY CLERK GRADE 6	14.19	14.47	14.84	15.1
945	SUPPLY TRUCK DRIVER	11.30	11.53	11.81	12.1

**DIERKS - PLANER & SHIPPING**

170	TAKEDOWN OPR	10.94	11.16	11.44	11.72
174	STACKER & TRAY OPR	11.54	11.77	12.07	12.37
211	MATCHER SETUP & FEED OPR 30 Mos	14.19	14.47	14.84	15.21
220	PLANER TECH I	11.18	11.40	11.69	11.98
221	PLANER TECH II	11.78	12.02	12.32	12.62
223	LUMBER PULLER	10.70	10.91	11.19	11.47
242	CUT-OFF SAWS-MATCHER	11.11	11.33	11.62	11.91
255	SHORTS GRADER	11.11	11.33	11.62	11.91
278	STRAPPING MACHINE/TICKET PRINTER	11.59	11.82	12.12	12.42
285	MATCHER SETUP&FEED OPR START	11.14	11.36	11.65	11.94
286	MATCHER SETUP&FEED OPR 6 MOS	11.54	11.77	12.07	12.37
287	MATCHER SETUP&FEED OPR 1 YR	12.02	12.26	12.57	12.88
288	MATCHER SETUP&FEED OPR 18 MOS	12.31	12.56	12.87	13.19
289	MATCHER SETUP&FEED OPR 2 YRS	12.84	13.10	13.42	13.76
332	FORK LIFT-LARGE	11.18	11.40	11.69	11.98
606	SET-UP SPECIALIST	14.94	15.24	15.62	16.01
781	CHECKER DRIVER	12.68	12.93	13.26	13.59
867	PRECISION END TRIM SAW	12.68	12.93	13.26	13.59
944	FORKLIFT UTILITY	10.97	11.19	11.47	11.76
952	UTILITY	10.70	10.91	11.19	11.47
963	APPRENTICE LUMBER GRADER	11.86	12.10	12.40	12.71
964	LUMBER GRADER-B	12.68	12.93	13.26	13.59
965	LUMBER GRADER-A	13.47	13.74	14.08	14.43
966	LUMBER GRADER-AA	15.11	15.41	15.80	16.19

**DIERKS - MAINTENANCE & ELECTRICAL**

366	FIRE PROTECTION MAINT	13.12	13.38	13.72	14.06
402	MECH/ELEC APPRENTICE GRADE 1	11.82	12.06	12.36	12.67
405	MECH/ELEC APPRENTICE GRADE 2	12.30	12.55	12.86	13.18
406	MECH/ELEC APPRENTICE GRADE 3	12.79	13.05	13.37	13.71
407	MECH/ELEC APPRENTICE GRADE 4	13.29	13.56	13.89	14.24
408	MECH/ELEC APPRENTICE GRADE 5	13.77	14.05	14.40	14.76
411	MECH/ELEC APPRENTICE GRADE 6	14.28	14.57	14.93	15.30
412	MECH/ELEC APPRENTICE GRADE 7	14.93	15.23	15.61	16.00
13	MECH/ELEC APPRENTICE GRADE 8	15.58	15.89	16.29	16.70
14	LUB SPECIALIST APPRENT GRADE 1	11.82	12.06	12.36	12.67
15	LUB SPECIALIST APPRENT GRADE 2	12.30	12.55	12.86	13.18
16	LUB SPECIALIST APPRENT GRADE 3	12.79	13.05	13.37	13.71
17	LUB SPECIALIST APPRENT GRADE 4	12.79	13.05	13.37	13.71

418	PAY FOR SKILLS LEVEL 1-A	16.97	17.31	17.74	18.19
419	PAY FOR SKILLS LEVEL 1-B	17.70	18.05	18.51	18.97
420	PAY FOR SKILLS LEVEL 1-C	17.92	18.28	18.74	19.20
421	PAY FOR SKILLS LEVEL 2-A	17.55	17.90	18.35	18.81
422	PAY FOR SKILLS LEVEL 2-B	18.27	18.64	19.10	19.58
423	PAY FOR SKILLS LEVEL 2-C	18.50	18.87	19.34	19.83
424	PAY FOR SKILLS LEVEL 3-A	18.13	18.49	18.95	19.43
425	PAY FOR SKILLS LEVEL 3-B	18.84	19.22	19.70	20.19
426	PAY FOR SKILLS LEVEL 3-C	19.06	19.44	19.93	20.43
427	PAY FOR SKILLS LEVEL 4-A	18.70	19.07	19.55	20.04
428	PAY FOR SKILLS LEVEL 4-B	19.41	19.81	20.30	20.81
435	PAY FOR SKILLS LEVEL 4-C	19.65	20.04	20.54	21.06
437	PAY FOR SKILLS LEVEL 5-A	19.27	19.66	20.15	20.65
438	PAY FOR SKILLS LEVEL 5-B	19.98	20.38	20.89	21.41
441	PAY FOR SKILLS LEVEL 5-C	20.22	20.62	21.14	21.67
465	CERTIFIED JOURNEYPERSON B (MECHANALYSIS)	17.12	17.46	17.90	18.35
466	CERTIFIED JOURNEYPERSON C (LEADMAN)	17.36	17.71	18.15	18.60
469	LUB SPECIALIST CERTIFIED JOURNEYPERSON	16.40	16.73	17.15	17.57
473	CERTIFIED JOURNEYPERSON	16.40	16.73	17.15	17.57
475	MAINT LEADMAN	17.35	17.70	18.14	18.59
476	CLASS A/ JOURNEYPERSON	15.61	15.92	16.32	16.73
556	MECHANALYSIS TECHNICIAN	16.30	16.63	17.04	17.47

#### DIERKS - VENEER

330	FORKLIFT DRIVER	11.51	11.74	12.03	12.33
715	TRASH GATE OPERATOR	11.27	11.50	11.78	12.08
718	LATHE OPERATOR	14.24	14.52	14.89	15.26
719	LATHE DECKMAN	11.80	12.04	12.34	12.65
720	GREEN CLIPPER OPERATOR	11.51	11.74	12.03	12.33
722	HANDYMAN	11.18	11.40	11.69	11.98
723	VAT TENDER (DIERKS ONLY)	11.34	11.57	11.86	12.15
724	DRYER FEEDER	11.08	11.30	11.58	11.87
725	DRYER TENDER	12.27	12.52	12.83	13.15
726	AUTO STACKER	11.53	11.76	12.05	12.36
729	FORKLIFT DRIVER	11.18	11.40	11.69	11.98
730	PLYWOOD UTILITY	10.70	10.91	11.19	11.47
731	STACKER CHASER	11.04	11.26	11.54	11.83
734	SWEDE ROLL / UTILITY	10.87	11.09	11.36	11.65

735	GREEN END HANDY	11.18	11.40	11.69	11.98
744	CHECKER/DRIVER	11.81	12.05	12.35	12.66
756	AUTO STACKER OPERATOR	11:53	11.76	12.05	12.36
759	STUD MILL OPERATOR	13.05	13.31	13.64	13.98
762	GREEN VENEER/GREEN CHAIN	10.87	11.09	11.36	11.65
765	HAND STRAPPER	11.15	11.37	11.66	11.95
766	PULLER GRADER	11.18	11.40	11.69	11.98
767	STRAPPER	11.26	11.49	11.77	12.07
783	DECKMAN / CORE TRIM	12.24	12.48	12.80	13.12
785	MOBILE EQUIPMENT OPERATOR	11.41	11.64	11.93	12.23

## DEQUEEN TREATING

	<u>Eftec</u>	<u>Eftec</u>	<u>Eftec</u>	<u>Eftec</u>	
	<u>3-3-03</u>	<u>3-1-04</u>	<u>2-28-05</u>	<u>2-27-06</u>	
<u>DEQUEEN TREATING - POLE PEELER</u>					
380	BOBCAT OPERATOR	11.15	11.37	11.66	11.95
436	POLE PEELER OPERATOR	14.05	14.33	14.69	15.06
439	SORTER OPERATOR	12.18	12.42	12.73	13.05
569	SCALER GRADER 18 MO	12.88	13.14	13.47	13.80

### DEQUEEN TREATING - FRAMING

442	FRAMER	10.73	10.94	11.22	11.50
594	CLASSIFIER - FRAMING	12.70	12.95	13.28	13.61

### DEQUEEN TREATING - KILNS

136	STICK LAYER	10.85	11.07	11.34	11.63
282	LOG LOADER OPERATOR	12.12	12.36	12.67	12.99

### DEQUEEN TREATING - MANUFACTURING TRANSPORTATION

401	FORK LIFT DRIVER (22000#)	11.57	11.80	12.10	12.40
472	CHECKER/DRIVER	12.68	12.93	13.26	13.59

### DEQUEEN TREATING - TREATING

452	TREATING ROOM OPR START	12.64	12.89	13.22	13.55
453	TREATING ROOM OPR 6 MO	12.92	13.18	13.51	13.85
454	TREATING ROOM OPR 1 YR	13.35	13.62	13.96	14.31
455	TREATING ROOM OPERATOR	14.24	14.52	14.89	15.26
456	TREATING ROOM HELPER	10.75	10.97	11.24	11.52
460	TREATING TRAINEES	11.23	11.45	11.74	12.03

DEQUEEN TREATING - SHIPPING

472	CHECKER/DRIVER	12.68	12.93	13.26	13.59
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DEQUEEN TREATING - EFFLUENT/ENVIRONMENTAL

145	HEAD EFFLUENT OPERATOR -- 18 MO	13.35	13.62	13.96	14.31
146	LEAD EFFLUENT OPERATOR	14.15	14.43	14.79	15.16
457	EFFLUENT SYSTEM OPR START	11.27	11.50	11.75	12.08
458	EFFLUENT SYSTEM OPR 6 MO	11.70	11.93	12.23	12.54
459	EFFLUENT SYSTEM OPR 1 YR	12.18	12.42	12.73	13.05

DEQUEEN TREATING - SERVICE CREW

371	EQUIPMENT OPERATOR	12.12	12.36	12.67	12.99
373	LICENSED LANDFILL OPERATOR	12.75	13.01	13.33	13.66
374	VAC-ALL OPERATOR	11.89	12.13	12.43	12.74
404	UTILITY	10.50	10.71	10.98	11.25
462	SERVICE CREW	10.43	10.64	10.90	11.18
464	BOBCAT DRIVER	10.50	10.71	10.98	11.25

DEQUEEN TREATING - MAINTENANCE & ELECTRICAL

402	APPRENTICE GRADE I	11.60	11.83	12.13	12.43
405	APPRENTICE GRADE II	12.11	12.35	12.66	12.98
406	APPRENTICE GRADE III	12.58	12.83	13.15	13.48
407	APPRENTICE GRADE IV	13.05	13.31	13.64	13.98
408	APPRENTICE GRADE V	13.54	13.81	14.16	14.51
409	ELECTRICAL INSTRUMENT TECH	15.62	15.93	16.33	16.74
411	APPRENTICE GRADE VI	14.02	14.30	14.66	15.02
412	APPRENTICE GRADE VII	14.66	14.95	15.33	15.71
413	APPRENTICE GRADE VIII	15.31	15.62	16.01	16.41
414	LUBRICATION SPEC APPRENT GR I	11.60	11.83	12.13	12.43
415	LUBRICATION SPEC APPRENT GR II	12.11	12.35	12.66	12.98
416	LUBRICATION SPEC APPRENT GR III	12.58	12.83	13.15	13.48
417	LUBRICATION SPEC APPRENT GR IV	14.35	14.64	15.00	15.38
418	PAY FOR SKILLS LEVEL 1-A	16.70	17.03	17.46	17.90
419	PAY FOR SKILLS LEVEL 1-B	17.41	17.76	18.20	18.66
420	PAY FOR SKILLS LEVEL 1-C	17.64	17.99	18.44	18.90
421	PAY FOR SKILLS LEVEL 2-A	17.26	17.61	18.05	18.50
422	PAY FOR SKILLS LEVEL 2-B	17.97	18.33	18.79	19.26
423	PAY FOR SKILLS LEVEL 2-C	18.21	18.57	19.04	19.51
424	PAY FOR SKILLS LEVEL 3-A	17.83	18.19	18.64	19.11
425	PAY FOR SKILLS LEVEL 3-B	18.54	18.91	19.38	19.87
426	PAY FOR SKILLS LEVEL 3-C	18.79	19.17	19.64	20.14



427	PAY FOR SKILLS LEVEL 4-A	18.42	18.79	19.26	19.74
428	PAY FOR SKILLS LEVEL 4-B	19.13	19.51	20.00	20.50
433	CLASSIFIER / POLE PEELER	11.82	12.06	12.36	12.67
435	PAY FOR SKILLS LEVEL 4-C	19.36	19.75	20.24	20.75
437	PAY FOR SKILLS LEVEL 5-A	18.99	19.37	19.85	20.35
438	PAY FOR SKILLS LEVEL 5-B	19.71	20.10	20.61	21.12
441	PAY FOR SKILLS LEVEL 5-C	19.94	20.34	20.85	21.37
473	CERTIFIED JOURNEYMAN	16.12	16.44	16.85	17.27
475	LEADMAN	16.27	16.60	17.01	17.44
476	CLASS A MECHANIC OR ELEC	15.32	15.63	16.02	16.42
911	PRE GRADE 1-ASST SUPPLY CLERK	11.06	11.28	11.56	11.85
915	ASST SUPPLY CLERK GRADE 4	12.79	13.05	13.37	13.71
916	ASST SUPPLY CLERK GRADE 5	13.30	13.57	13.91	14.25
917	ASST SUPPLY CLERK GRADE 6	13.90	14.18	14.53	14.90

## DEQUEEN SHOPS

	<u>Effec</u>	<u>Effec</u>	<u>Effec</u>	<u>Effec</u>	
	<u>3-3-03</u>	<u>3-1-04</u>	<u>2-28-05</u>	<u>2-27-06</u>	
402	APPRENTICE GRADE I	12.28	12.53	12.84	13.16
405	APPRENTICE GRADE II	12.79	13.05	13.37	13.71
406	APPRENTICE GRADE III	13.30	13.57	13.91	14.25
407	APPRENTICE GRADE IV	13.81	14.09	14.44	14.80
408	APPRENTICE GRADE V	14.32	14.61	14.97	15.35
411	APPRENTICE GRADE VI	14.83	15.13	15.50	15.89
412	APPRENTICE GRADE VII	15.52	15.83	16.23	16.63
413	APPRENTICE GRADE VIII	16.20	16.52	16.94	17.36
418	JOURNEYMAN PAY FOR SKILLS 1A	17.62	17.97	18.42	18.88
419	JOURNEYMAN PAY FOR SKILLS 1B	18.57	18.94	19.41	19.90
421	JOURNEYMAN PAY FOR SKILLS 2A	18.09	18.45	18.91	19.39
422	JOURNEYMAN PAY FOR SKILLS 2B	19.04	19.42	19.91	20.40
424	JOURNEYMAN PAY FOR SKILLS 3A	18.77	19.15	19.62	20.11
425	JOURNEYMAN PAY FOR SKILLS 3B	19.72	20.11	20.62	21.13
427	JOURNEYMAN PAY FOR SKILLS 4A	19.35	19.74	20.23	20.74
428	JOURNEYMAN PAY FOR SKILLS 4B	20.30	20.71	21.22	21.75
437	JOURNEYMAN PAY FOR SKILLS 5A	19.92	20.32	20.83	21.35
438	JOURNEYMAN PAY FOR SKILLS 5B	20.87	21.29	21.82	22.37
467	LEADMAN JOURNEY PERSON	17.23	17.57	18.01	18.46

468	LEADMAN CERTIFIED JOURNEY PERSON	18.04	18.40	18.86	19.33
473	CERTIFIED JOURNEY PERSON	17.05	17.39	17.83	18.27
540	GENERAL UTILITY	10.94	11.16	11.44	11.72
550	APPRENTICE MECH I	11.65	11.88	12.18	12.48
593	QUALITY ASSURANCE INSPECTOR	17.75	18.11	18.56	19.02
827	RELOAD TECHNICIAN	16.25	16.58	16.99	17.41
911	ASST SUPPLY CLERK PRE-GRADE I	11.26	11.49	11.77	12.07
912	ASST SUPPLY CLERK GRADE I	11.57	11.80	12.10	12.40
913	ASST SUPPLY CLERK GRADE II	11.93	12.17	12.47	12.78
914	ASST SUPPLY CLERK GRADE III	12.51	12.76	13.08	13.41
915	ASST SUPPLY CLERK GRADE IV	13.04	13.30	13.63	13.97
916	ASST SUPPLY CLERK GRADE V	13.54	13.81	14.16	14.51
917	ASST SUPPLY CLERK GRADE VI	14.19	14.47	14.84	15.21

## MOUNTAIN PINE

		<u>Effec</u> <u>3-3-03</u>	<u>Effec</u> <u>3-1-04</u>	<u>Effec</u> <u>2-28-05</u>	<u>Effec</u> <u>2-27-06</u>
<u>MOUNTAIN PINE - GREEN VENEER (INCLUDES</u>					
<u>RAW MATERIALS &amp; DRY VENEER)</u>					
360	RELIEF OPERATOR	13.05	13.31	13.64	13.98
361	WEIGHMASTER	13.46	13.73	14.07	14.42
373	DECK SORTER OPERATOR	12.68	12.93	13.26	13.59
379	FRONT END LOADER	12.68	12.93	13.26	13.59
380	BOBCAT OPERATOR	11.15	11.37	11.66	11.95
383	MOBILE LOG LOADER OPERATOR	13.23	13.49	13.83	14.18
400	LARGE STACKER OPER	13.65	13.92	14.27	14.63
486	LARGE LOG MERCHER/CROSSOVER 240 DAYS	15.38	15.69	16.08	16.48
487	MERCHER OPR LG LOG TRAINING	13.37	13.64	13.98	14.33
488	MERCHER OPR LARGE LOG-60 DAYS	13.65	13.92	14.27	14.63
489	MERCHER OPR LG LOG-120 DAYS	13.92	14.20	14.55	14.92
490	MERCHER OPR LG LOG 180 DAYS	14.24	14.52	14.89	15.26
491	LG LOG MERCHER OPR 240 DAYS	15.11	15.41	15.80	16.19
498	SMALL STACKER OPER	12.68	12.93	13.26	13.59
535	WOODROOM OPR	12.68	12.93	13.26	13.59
570	LARGE LOG LOADERMAN	12.68	12.93	13.26	13.59
609	SINGULATOR OPERATOR	12.68	12.93	13.26	13.59
714	ASSISTANT STUDMILL OPERATOR	11.41	11.64	11.93	12.23

715	TRASH GATE OPERATOR	11.27	11.50	11.78	12.08
716	VAT OPERATOR	10.94	11.16	11.44	11.72
718	LATHE OPERATOR	14.24	14.52	14.89	15.26
719	LATHE DECKMAN	12.23	12.47	12.79	13.11
720	GREEN CLIPPER OPERATOR	11.52	11.75	12.04	12.35
721	OUT OF LINE DRYER TENDER	12.14	12.38	12.69	13.01
724	DRYER FEEDER	11.08	11.30	11.58	11.87
725	DRYER TENDER	12.27	12.52	12.83	13.15
729	FORKLIFT DRIVER	11.18	11.40	11.69	11.98
730	PLYWOOD UTILITY	10.70	10.91	11.19	11.47
732	SKOOG OPERATOR	11.08	11.30	11.58	11.87
734	SWEDE ROLL / UTILITY	10.87	11.09	11.36	11.65
736	GREEN END HANDY	11.18	11.40	11.69	11.98
746	CHIPPER OPERATOR	10.87	11.09	11.36	11.65
756	STACKER GRADER	11.53	11.76	12.05	12.36
759	STUD MILL OPR	13.05	13.31	13.64	13.98
762	GREEN VENEER GREEN CHAIN	10.93	11.15	11.43	11.71
766	PULLER GRADER	11.18	11.40	11.69	11.98
774	STRING MACHINE OPERATOR	11.03	11.30	11.58	11.87
785	MOBILE EQUIPMENT OPERATOR	11.41	11.64	11.93	12.23
800	OUT OF LINE - HANDYMAN	11.18	11.40	11.69	11.98
824	OUT OF LINE - DRYER FEEDER	11.08	11.30	11.58	11.87
866	OUT OF LINE - PULLER GRADER	11.18	11.40	11.69	11.98
880	TENDER/PULLER	12.45	12.70	13.02	13.34
947	SMALL LOG MERCHER OPR-60 Days	13.46	13.73	14.07	14.42
948	SMALL LOG MERCHER OPR 120 Days	13.80	14.08	14.43	14.79
949	SMALL LOG MERCHER OPR 180 Days	14.08	14.36	14.72	15.09
950	SMALL LOG MERCHER OPR-240 Days	14.64	14.93	15.31	15.69

#### MOUNTAIN PINE - FILING & GRINDING

351	SAW FILERS & GRINDERS LEADMAN	15.89	16.21	16.61	17.03
352	SKILLED FILER & GRINDER	14.94	15.24	15.62	16.01
353	FILER & GRINDER-CLASS A	14.11	14.39	14.75	15.12
354	FILER & GRINDER-CLASS B	13.09	13.35	13.69	14.03
355	FILER & GRINDER-CLASS C	12.61	12.86	13.18	13.51
356	FILER & GRINDER-CLASS D	11.95	12.19	12.49	12.81
357	FILERS & GRINDERS APPRENTICE I	11.36	11.59	11.88	12.17
358	FILERS & GRINDERS APPRENTICE II	10.99	11.21	11.49	11.78

MOUNTAIN PINE - LAY-UP

729	FORKLIFT DRIVER	11.18	11.40	11.69	11.98
730	PLYWOOD UTILITY	10.70	10.91	11.19	11.47
738	GLUE MIXER	12.24	12.48	12.80	13.12
770	SHEET LAYER # 3	12.74	12.99	13.32	13.65
771	SHEET LAYER	12.06	12.30	12.61	12.92
790	CORE LAYER/FREDER	12.89	13.15	13.48	13.81
798	PRESS OPERATOR	12.89	13.15	13.48	13.81
799	GLUE CONTROLLER	13.33	13.60	13.94	14.28

MOUNTAIN PINE - FINISHING & SHIPPING

385	FINISHING CHECKER DRIVER	11.81	12.05	12.35	12.66
729	FORKLIFT DRIVER	11.18	11.40	11.69	11.98
730	PLYWOOD UTILITY	10.70	10.91	11.19	11.47
739	PANEL SAW OPERATOR	12.41	12.66	12.97	13.30
740	PLYWOOD STRAPPER	10.87	11.09	11.36	11.62
743	SANDER MAN	12.41	12.66	12.97	13.30
744	PANEL PATCH/HOT PATCH-MP ONLY	11.18	11.40	11.69	11.98
748	SPECIAL SERVICES SET-UP	12.75	13.01	13.33	13.66
763	SANDERMAN & SPECIALITY SAW	13.04	13.30	13.63	13.97
775	STRAPPER	11.26	11.49	11.77	12.07

MOUNTAIN PINE - MAINTENANCE & ELECTRICAL

402	MECH/ELEC APPRENTICE GRADE 1	11.82	12.06	12.36	12.66
405	MECH/ELEC APPRENTICE GRADE 2	12.30	12.55	12.86	13.16
406	MECH/ELEC APPRENTICE GRADE 3	12.79	13.05	13.37	13.71
407	MECH/ELEC APPRENTICE GRADE 4	13.29	13.56	13.89	14.2
408	MECH/ELEC APPRENTICE GRADE 5	13.77	14.05	14.40	14.76
411	MECH/ELEC APPRENTICE GRADE 6	14.28	14.57	14.93	15.31
412	MECH/ELEC APPRENTICE GRADE 7	14.93	15.23	15.61	16.01
413	MECH/ELEC APPRENTICE GRADE 8	15.58	15.89	16.29	16.71
414	LUB SPECIALIST APP GRADE 1	11.82	12.06	12.36	12.66
415	LUB SPECIALIST APP GRADE 2	12.30	12.55	12.86	13.16
416	LUB SPECIALIST APP GRADE 3	12.79	13.05	13.37	13.71
417	LUB SPECIALIST APP GRADE 4	14.60	14.89	15.26	15.6
418	PAY FOR SKILLS LEVEL 1A	16.97	17.31	17.74	18.1
419	PAY FOR SKILLS LEVEL 1B	17.70	18.05	18.51	18.9
420	PAY FOR SKILLS LEVEL 1C	17.92	18.28	18.74	19.1
421	PAY FOR SKILLS LEVEL 2A	17.55	17.90	18.35	18.8
422	PAY FOR SKILLS LEVEL 2B	18.27	18.64	19.10	19.6
423	PAY FOR SKILLS LEVEL 2C	18.50	18.87	19.34	19.8

424	PAY FOR SKILLS LEVEL 3A	18.13	18.49	18.95	19.43
425	PAY FOR SKILLS LEVEL 3B	18.84	19.22	19.70	20.19
426	PAY FOR SKILLS LEVEL 3C	19.06	19.44	19.93	20.43
427	PAY FOR SKILLS LEVEL 4A	18.70	19.07	19.55	20.04
428	PAY FOR SKILLS LEVEL 4B	19.41	19.81	20.30	20.81
435	PAY FOR SKILLS LEVEL 4C	19.65	20.04	20.54	21.06
437	PAY FOR SKILLS LEVEL 5A	19.27	19.66	20.15	20.65
438	PAY FOR SKILLS LEVEL 5B	19.98	20.38	20.89	21.41
441	PAY FOR SKILLS LEVEL 5C	20.22	20.62	21.14	21.67
465	CERTIFIED JOURNEYPERSON B	17.12	17.46	17.90	18.35
466	CERTIFIED JOURNEYPERSON C	17.36	17.71	18.15	18.60
469	LUB SPECIALIST CERTIFIED JOURNEYPERSON	16.40	16.73	17.15	17.57
473	CERTIFIED JOURNEYPERSON	16.40	16.73	17.15	17.57
476	CLASS A MECH/ELEC/ JOURNEY PERSON	15.61	15.92	16.32	16.73

#### MOUNTAIN PINE - POWERHOUSE & UTILITY

306	POWER HOUSE CLEAN-UP	10.70	10.91	11.19	11.47
307	ENERGY / UTILITIES OPR GRADE 1	10.94	11.16	11.44	11.72
308	ENERGY / UTILITIES OPR GRADE 2	11.41	11.64	11.93	12.23
309	ENERGY / UTILITIES OPR GRADE 3	12.16	12.40	12.71	13.03
310	ENERGY / UTILITIES OPR GRADE 4	12.86	13.12	13.45	13.78
311	ENERGY / UTILITIES OPR GRADE 5	13.82	14.10	14.45	14.81
312	ENERGY / UTILITIES OPR GRADE 6	15.11	15.41	15.80	16.19
335	966 OPERATOR (UTILITY) MP ONLY	12.68	12.93	13.26	13.59
340	UTILITY OPERATOR	11.51	11.74	12.03	12.33
372	LANDFILL OPERATOR	12.12	12.36	12.67	12.99
377	LICENSED LANDFILL OPERATOR	12.75	13.01	13.33	13.66
391	MASTER OPERATOR	15.72	16.03	16.44	16.85
170	FIRE SYSTEMS TECH MP ONLY	15.85	16.17	16.57	16.99
111	PRE GRADE 1-ASST SUPPLY CLERK	11.26	11.49	11.77	12.07
112	ASST SUPPLY CLERK GRADE 1	11.58	11.81	12.11	12.41
113	ASST SUPPLY CLERK GRADE 2	11.92	12.16	12.46	12.77
114	ASST SUPPLY CLERK GRADE 3	12.53	12.78	13.10	13.43
115	ASST SUPPLY CLERK GRADE 4	13.04	13.30	13.63	13.97
116	ASST SUPPLY CLERK GRADE 5	13.54	13.81	14.16	14.51
117	ASST SUPPLY CLERK GRADE 6	14.19	14.47	14.84	15.21

## TIMBERLANDS

	<u>Effec</u> <u>3-3-03</u>	<u>Effec</u> <u>3-1-04</u>	<u>Effec</u> <u>2-28-05</u>	<u>Effec</u> <u>2-27-06</u>
<u>TIMBERLANDS</u>				
871 FORESTRY TECHNICIAN I	11.49	11.72	12.01	12.31
872 FORESTRY TECHNICIAN II	13.55	13.82	14.17	14.52
873 FORESTRY TECHNICIAN III	13.32	13.59	13.93	14.27
874 FORESTRY TECHNICIAN IV	14.23	14.51	14.88	15.25
875 FORESTRY TECHNICIAN V	15.50	15.81	16.21	16.61
876 FORESTRY TECHNICIAN VI	17.34	17.69	18.13	18.58
877 ROAD TECHNICIAN I	11.49	11.72	12.01	12.31
878 ROAD TECHNICIAN II	12.38	12.63	12.94	13.27
879 ROAD TECHNICIAN III	13.32	13.59	13.93	14.27
880 ROAD TECHNICIAN IV	14.23	14.51	14.88	15.25
881 ROAD TECHNICIAN V	15.49	15.80	16.19	16.60
882 ENGINEERING TECHNICIAN I	11.49	11.72	12.01	12.31
883 ENGINEERING TECHNICIAN II	12.38	12.63	12.94	13.27
884 ENGINEERING TECHNICIAN III	13.32	13.59	13.93	14.27
885 ENGINEERING TECHNICIAN IV	14.23	14.51	14.88	15.25
886 ENGINEERING TECHNICIAN V	15.49	15.80	16.19	16.60

# NOTES