To: All Local 2767 Members working under the Alta Forest Products LLC Collective Bargaining Agreement

Re: Tentative Agreement

Dear Brothers and Sisters,

The Pacific Northwest Regional Council of Carpenters (PNWRCC) bargaining committee and the management team at Alta Forest Products LLC have recently been in negotiations to collectively bargain a successor agreement. The teams worked diligently towards an agreement where we met consecutively for two full days during the first week of June. Our proposals addressed your concerns and interests gathered from the survey that was conducted over the last couple of months. This Tentative Agreement consists of language modifications and improvements as well as a wage increase that is worthy of putting forth to our members for ratification. See the following which summarizes the substantive changes and highlights to the agreement:

1) Duration
   • A four-year agreement effective June 1st, 2020- May 31st, 2024.

2) ARTICLE V Hours of Labor
   • Add to paragraph C- Time lost due to holidays shall be considered as time worked for the purpose of computing the forty (40) hours after which overtime shall be paid.
   • Add or change to 8 hours/10 hours where applicable.

3) ARTICLE VIII Job Vacancies
   • Change paragraph A, post a minimum of three (3) working days prior to filling the position.
   • Change paragraph C, 2nd sentence insert (at least 2 calendar weeks training before Employer can remove for unsatisfactory job performance during probationary period, after consultation and agreement by Shop Steward).
   • Trainee bid holders: Successful trainee bid holders will have a period of (90) calendar days as a probation period in which to elect whether he/she elects to keep the trainee bid after (90) days then he/she will be required to bid on the position being trained for when put to bid. Electing not to bid on the position being trained for will result in him/her losing trainee bid right for a period of (18) months and full bid rights for a period of (6) months.

4) ARTICLE XV Vacations
   • Add a rolling calendar for vacation scheduling to one year.

5) ARTICLE XXI Jury Duty
   • Paragraph A remove word entitled and replace with shall be reimbursed)
   • Add five (5) hours and ten (10) hours where applicable.
   • Travel time included for time spent while on Jury Duty

6) ARTICLE 14 Holidays & Paid Sick Leave
   • Floating Holidays exchanged one (1) true floater and one (1) management designated floater for the Employer to provide Sick Leave in accordance with WA State Sick leave I-1433 as a stand-alone benefit. There will no longer be a reduction of vacation pay taken from the following year.
7) **ARTICLE 23 Wages**
- Adjust the wage rate on job classifications changed during the contract.
- All pay increases for year 1 shall be retroactive to June 1st, 2020
- Bar coder, Clean-up, Green chain adjusted on table to $21.06 as on the 2019 wage scale table.
- All classifications will receive the annual wage increases as follows:

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>4-Year Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.55</td>
<td>$0.50</td>
<td>$0.45</td>
<td>$0.45</td>
<td>$0.45</td>
<td>$1.95</td>
</tr>
<tr>
<td>$26.21</td>
<td>$26.71</td>
<td>$27.21</td>
<td>$27.70</td>
<td></td>
<td>Wage Rate (Head Log Yard)</td>
</tr>
</tbody>
</table>

8) **ARTICLE 24 New Hires - Counteroffer from Company**
- No less than 80% of the rate for classifications, define probation period of 90 days.

9) **ARTICLE 13 H&W**
- Additional language: If an employee fails to notify the Employer when the employees’ spouse, former spouse, or stepchildren are no longer eligible for coverage, the employee shall reimburse the company for premiums wrongfully paid on behalf of that spouse or dependent.
- (2) months of coverage removed for employees terminated for misconduct.

10) **ARTICLE 15 Paragraph C-2:** The hours are adjusted to reflect the current practice
- An employee in the employ of the Employer on May 31st who has 920 but less than 1200 compensable hours in the Vacation Base Year........

<table>
<thead>
<tr>
<th>Compensable Hours Reduced by</th>
<th>Vacation Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>920 4200 but less than 1200 4400</td>
<td>8 hours</td>
</tr>
<tr>
<td>640 920 but less 920 4200</td>
<td>16 hours</td>
</tr>
</tbody>
</table>

Your Bargaining Committee worked really hard during these challenging times to offer a tentative agreement that we can be proud of while recommending a YES vote. If you have any questions, please reach out to one of us for more information.

Jason Powell  Jeremy Herron  Michael Walter  Todd Gorham- PNWRCC Representative

**VOTING**

Voting will take place in the Mill Lunchroom on Sunday, June 14th between 3:30 - 5:15 pm and resume Wednesday, June 17th from 10:00 am – 5:00 pm.

In Solidarity,

Jeff Thorson
Contract Administrator