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*From the Vice President's Desk*

## Members Drive National Oil Bargaining Program

Welcome to the start of the National Oil Bargaining Program (NOBP), a member-driven bargaining process that enables us to confront one of the richest and most powerful industries in the world with one strong voice.

In National Oil Bargaining we negotiate with the oil industry to set a pattern on wages, benefits, and working conditions like health and safety. The beauty of this process is that we set a minimum level for standards on economic items and contract language.

The process has worked because legions of oil workers stood together ready to support each other, and execute the discipline necessary to not accept a company's offer that falls short of the pattern, thus undercutting everyone else.

As a result of the oil workers' strength and solidarity over the years, they won major gains in wages, benefits and contract language and never accepted regression in these items. As a result, they created some of the highest-paying industrial jobs in the country.

We would not have made such monumental progress if each local tried to individually take on these

corporate goliaths.

In the past several months many of your locals underwent mobilization training; gathered members' home email addresses; passed around contract surveys and showed videos about our bargaining process and process safety problems. The Strategic Campaigns department also produced flyers to start engaging everyone in the bargaining process and get locals' Communications and Action Teams (CAT) and other member-to-member distribution networks up and running.

At the NOBP conference this week delegates from each oil unit will take your contract priorities and develop contract proposals in the union's company councils. Much discussion happens in these meetings. Then the councils report out their NOBP proposals.

Your elected rank-and-file Oil Policy Committee members take these proposals and work with International leaders and staff to discuss each council's proposals, compare and contrast them, and create one set of proposals.

Creating the proposals that will become our final national oil bargaining policy that we present to the industry involves much

debate, discussion and compromise. On the last day of the conference the delegates review the proposed NOB policy and vote to accept or reject it. If accepted, each member gets to vote on the proposals that comprise the policy. When a majority of locals vote to accept the proposals, they become the official bargaining policy for national bargaining.

We are only as strong as our solidarity. To get the necessary power we need to prevail in bargaining we must communicate with every member and get everyone involved in the mobilization activities listed on the other side of this newsletter. If we do not show strength in numbers, we will not be able to get a pattern that secures our jobs, makes our workplace safer and allows us to live a comfortable life.

We have a lot of work ahead of us to mobilize our members, so let us do that and show the almighty oil industry what solidarity really means.

**Gary Beevers**  
**International Vice President**

**Chair, National Oil Bargaining Program**  
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# 2015 National Oil Bargaining Mobilization Program

National Oil Bargaining contracts are set to expire on February 1, 2015. The issues on the bargaining table this round of contract negotiations are important and we are facing an industry that is stronger than ever. It's time to start mobilizing to strengthen our local unions and build solidarity to make sure that everyone is ready for this round of contract negotiations.

This round of bargaining every local union in the National Oil Bargaining Program will be participating in a national mobilization program, with coordinated activities happening at the same time across the country to show the industry that we're working together. For these actions, we'll be providing you with materials and other resources and you need to make sure that the actions get pulled together at the local level, that all the materials get distributed, and that everyone in your facility participates.

In addition to the national mobilization program, many locals have their own game plans to get ready for contract negotiations. Some locals distribute t-shirts or organize rallies; others hold special meetings with their membership and their families or plant-gate rallies. These local actions are great ways to involve members and add to the national calendar of events.

There's a lot at stake this round of negotiations so make sure that you're communicating with all of our members, building solidarity, and getting everyone ready to fight for a fair contract in 2015.

## May 2014

- Shareholder Resolutions on Political Spending at ExxonMobil and at Chevron (co-filed with AFSCME)

## June and July 2014

- Mobilization trainings at strategic locations across the country
- Distribute text message cards with instructions on signing up for the NOBP text-blast system.
- Local unions build Communications and Action Teams
- Local unions distribute communication survey and collect cell phone numbers and e-mail addresses to strengthen local union communications networks.

## August 2014

- Distribute 'Get Connected' Handbill at all Locations
- Distribute Text Cards at All Locations

## September 2014

- Screen DVD of former OCAW President Bob Wages explaining the National Oil Bargaining Process and "Still Out of Control" at local union meetings.
- Distribute 'We're Getting Ready' handbill
- Launch text-messaging program with text messages about key mobilization activities.

## October 2014

- Issue education handbill on contractors in refineries
- Handbill outlining National Oil Bargaining Program as a solidarity driven program.
- National Oil Bargaining Policy Conference
- Continue regular text messages including texts from the NOBP Conference.

## November 2014

- Distribute National Oil Bargaining tri-fold highlighting achievements of National Oil Bargaining over the years.
- Strike Preparation Training Available to all locations

## December 2014

- Handbill and sticker on major National Oil Bargaining Policy Issue
- Solidarity placards distributed to every member to be used as a car sign or displayed around the worksite, as appropriate.
- Strike Preparation Training Available to all locations

## January 2015

- Handbill and sticker on major National Oil Bargaining Policy Issues
- Continue local union mobilization activities
- Conduct strike duty surveys at each location



**The next round of National Oil Bargaining is just around the corner. Get connected with USW Oil Workers online.**

Facebook: USW Oil Workers

Twitter: @USWOilWorkers and #OilBargaining

Web: [www.oilbargaining.org](http://www.oilbargaining.org)

Text: Sign up to get text message updates on your cell phone by texting 'OIL' to 47486.

By submitting your phone number you agree to receive mobile alerts from the United Steelworkers and you are responsible for any mobile message or data charges. You may receive up to 5 messages per month and daily messages in the month of January 2015. To opt out text STOP to 47486. For help text HELP to 47486