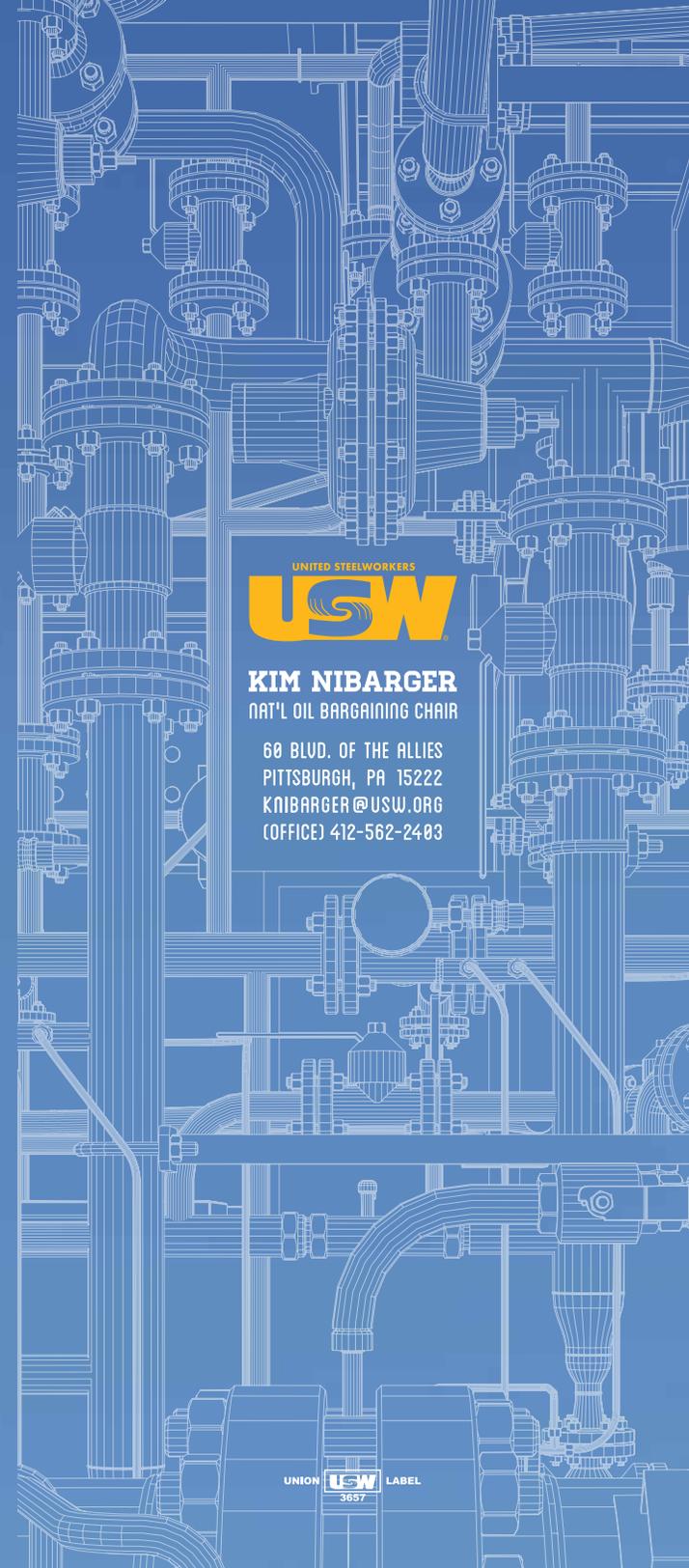


PROUD HERITAGE
STRONG
FUTURE



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LEVELING THE PLAYING FIELD: NATIONAL OIL BARGAINING

The National Oil Bargaining Program builds power for workers by joining together to negotiate major issues.

It sets an industry pattern that includes wages, benefits, safety standards and process safety management, job security protections, vacation, successorship, and language to ensure companies cannot backslide on previous agreements.

Each Local Union elects delegates to participate in the National Oil Bargaining Conference where bargaining priorities and objectives are determined. Then, the membership at each Local Union votes to ratify the policy.

The program has dramatically improved the standard of living for oil workers, created a culture of safety in the industry, and helped to level the playing field for workers negotiating with some of the largest and wealthiest corporations in the world.



2015: A YEAR OF SOLIDARITY

USW oil workers in our last round of bargaining in 2015 stood up to one of the world's richest and most powerful industries with the largest refinery work stoppage in 35 years. USW members and their supporters displayed unshakeable solidarity in a fight for a fair contract that sent the oil industry a strong message.

- Thousands of members and supporters rallied for safe communities and fair contracts.
- Strikers persevered on the picket line during biting cold and deep snow.
- USW oil workers and supporters challenged the bosses at numerous shareholder meetings and industry conferences.
- Union members organized creative actions to send a strong message to the oil industry, including hosting community gatherings, screening refinery safety films on oil tanks, and demonstrating our demand for fair contracts everywhere.
- Global union allies demonstrated strong support. Several strikers traveled to the U.K. and the Netherlands to join our international partners to call out Shell and BP's bad behavior in the U.S.
- Oil workers not involved in the ULP strike committed thousands of dollars of support, organized solidarity actions, prepared food for strikers and delivered supplies to picket lines.
- The Union's Strike and Defense Fund and Emergency Medical Program helped pay bills, buy groceries and ensured all striking members and their families had health insurance.



CONTRACTUAL GAINS

- 1967** Rate Retention and 25% Shift Premium
- 1971** Non-Contributory Pensions and Extra Paid Holiday
- 1973** First Health and Safety Clauses
- 1975** Additional Paid Holiday
- 1977** 125% Shift Premium
- 1979** 30 Years = 6 Weeks of Vacation
- 1982** Life Insurance Improvements
- 1990** \$250,000 Death Benefit for Workplace Deaths
- 1993** Company-paid Health and Safety Training
- 1997** Successorship Language
- 2002** 50% Shift Premium, Job Security Provisions, Increased Death Benefit to \$500,000
- 2009** Preserved NOBP Pattern and Wage Increases in Face of Major Global Recession
- 2012** Process Safety Improvements and Implementation of Fatigue Management
- 2015** Fought for safer workplaces through fatigue management, training and development programs. Preserved past gains such as successorship and non-retrogression.