



August 20, 2020

TO: Local Union President and Financial Officer

RE: National Oil Bargaining

As we head into the upcoming round of National Oil Bargaining the industry is changing every day. Over the past two decades Shell has been the industry representative at the national table. In recent years Shell's presence in refining has shrunk and with multiple refineries currently on the market, they are seeking even a smaller presence. Given this direction and discussion that we have had with Shell, we have come to an understanding that they will not be the lead company for National Oil Bargaining in 2022.

One change in industry has been the growth of Marathon in the refining industry here in the United States. With just under three million bpd they are the largest refiner in the U.S., with the most USW sites within the industry. This is one of the reasons we have agreed to work with them as the lead company in the next round of NOBP.

We look forward to working with Marathon to reach a national pattern that is a fair and equitable resolution to our national items.

In solidarity,

A handwritten signature in black ink that reads "Thomas M. Conway". The signature is written in a cursive style.

Thomas M. Conway
International President

A handwritten signature in black ink that reads "Mike Smith". The signature is written in a cursive style.

Mike Smith
Chair, National Oil Bargaining

c: International Executive Board
Assigned Staff Representatives
NOBP Policy Committee