



Volume 2, Issue 4
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IUOE Local Unions 351
and 564



Inside this issue:

Company ordered to recognize union and bargain.	2
\$407K Fine for Fatality NYC Accidents Rise	2
Big Business Tactics	3
Record Refinery Profits Contractor Indicted	4
Oklahoma Deer Hunting	5
Whistleblower Protections SCA Contractor Fined	6
Coal Company CEO Guilty NLRB Update	7

**Find more information to
organize at your
workplace at
workers-united351.org
and
workers-united564.org**

The Process News

By the International Union of Operating
Engineers, Locals 351 and 564

Oil and Gas Woes Continue

Over 122,000 energy and mining jobs have been lost over the last year as a result of the collapse in fossil fuel prices. In the last 18 months alone oil has fallen from about \$107 per barrel to around \$40. This has been good for Americans at the fuel pump, as gasoline is currently around \$2 per gallon, however it has caused many energy companies to layoff lots of workers and postpone big projects.

Texas unemployment has risen since August due to the energy sector layoffs, rising from 4.2% to 4.4%. About 17% of mining jobs (including oil and gas) have disappeared in North Dakota

in the last year and there are fewer employment opportunities in coal in West Virginia and Kentucky.

Additionally, wages for those left in the sector have fallen about 1.5% this year to an average of \$26.72 an hour.

Ken Medlock, an economist at Rice University's Center for Energy Studies said that the rapid hiring that took place as fracking began 5 years ago won't likely return soon. Speaking of the oil slowdown, Medlock said, *"This is likely going to continue for six months or so as things settle out."*

Bruce Bullock of Southern Methodist's Maguire Energy

Institute added that even if prices recover, companies likely won't hire as many workers as before. *"The industry will be more efficient, it won't need as many people as it did before"*.

It is not just lower prices that have caused the slowdown, there is less demand as well as China and Japan's economies have slowed quite a bit and Europe's is unsteady at best. Meanwhile, OPEC has decided to continue current production levels.

So...lower prices...lowered demand...huge stockpiles of oil and gas...good for filling your car up, but bad for workers in the industry.

Marathon to Combine Galveston and Texas City Refineries

Earlier this month, Marathon laid out its 5-year, \$2 billion plan to combine its 475,000 barrel per day Galveston Bay refinery and its 80,000 b/d Texas City refinery into one facility that will produce 575,000 b/d.

They will begin shutting down one of the catalytic cracking units at Galveston Bay next year and then shut down the heaters at the Texas City refinery. The reformer and aromatics units at Texas City will be shut down in 2019.

At Texas City, Marathon will

revamp its heavy crude unit, providing an additional 40,000 b/d of capacity, will upgrade a resid hydrotreater (another 20,000 b/d) and will add a new ultra-low sulfur diesel hydrotreater.

The refinery and other gulf coast assets were purchased for \$598 million from BP in 2012.

Once combined, the refinery will be the second largest in North America. With its Garyville, Louisiana facility (562,000 barrels per day), Marathon will supply gulf coast markets to Florida and

support the growing export demand.

They hope to produce 395,000 barrels of gasoline export by the end of 2017 and bump it up to 500,000 b/d by the end of 2018.

With gasoline prices around \$2 per gallon nationwide, one would think they should be able to sell just about all they can make.

Marathon Petroleum is the 4th largest refinery in the US, with operations in the Midwest, the Southeast, the Northeast and the Gulf Coast.

Wingate Health Ordered to Recognize Union and Bargain with Employees

An administrative law judge has ordered Wingate Healthcare, Inc. to recognize SEIU 1199 following a disrupted organizing campaign by the workers.

Mark Carissimi, the ALJ, found that Wingate engaged in numerous serious unfair labor practices, including threatening employees, interrogating employees about

their support for the union and engaging in surveillance.

In cases like this, where the unfair practices by the employer causes irreparable harm to the workers' efforts, the ALJ can issue what is called a Gissel bargaining order. This basically means that the company is ordered to recognize the union and bargain regardless of the election

results.

Wingate can appeal the ALJ decision to the Board. The NLRB office of the General Counsel also has a 10(j) petition pending before the court seeking interim relief in the case while the administrative case is pending.

Unions have been the only powerful and effective voice working people have ever had in the history of this country - The Boss (Bruce Springsteen)

New York Construction Accidents Increase...any guess why?

The New York Times recently reviewed every construction fatality in New York City from the past two years and found that many of them were "completely avoidable".

They found that in most of the falling deaths, the construction sites had failed to take even the most basic steps to prevent workers from falling. Workers frequently were not wearing fall protection or hard hats, supervision was lacking, and in many cases finishing the job quickly took precedent over worker safety.

About 75% of the accidents took place at mostly smaller jobsites using non-union, poorly trained workers.

Also, disproportionately represented were exploited im-

migrant workers. Over the last two years, workers from Latin American, most of them not authorized to work in the US, have been increasingly used in NYC construction.

These immigrants, often receive very little training, are paid in cash, and are unable to speak up about unsafe conditions because of their legal status. This creates a system where employers can blatantly disregard worker safety with little concern for whistleblowers. Make NO DOUBT, the poor immigrants who are trying to improve their lives are not the problem...the employers are the greedy tyrants here.

Many of the companies who are contributing to these unsafe conditions have been

cited previously...many not even paying the fines they currently owe.

Following some accidents in 2007-2008, the city required workers to go through a two-day training on worksite safety. However, many companies balked and forced workers to pay for the training themselves. Thus, the going rate for fake credentials is as low as \$25.

The way to reverse New York's construction safety trend (and do the same in other dangerous places, like Texas maybe...), is to ensure proper training and workplace protections by standing together with your coworkers and forming a union.

Want to check a company's OSHA record? Google "OSHA Establishment Search" to search their inspection history.

\$407K Fine for Fatal Accident

Earlier this year, Jorge Carrión Torres fell to his death while applying stucco underlayment to a third floor balcony on a new development.

His employers, Design Plastering and Design Plastering West, had not provided personal fall protection or scaffolding. Design Plastering had previously been cited seven times for allowing fall-

related hazards on job sites. These previous 7 citations resulted in \$5,850 in fines. For this fatality OSHA is proposing \$407,400.

"When an employer fails to put up a guardrail or scaffolding, or doesn't provide personal fall-arrest systems, anyone working at a height of 6 feet or more is defenseless against a fall. OSHA will not

tolerate this kind of employer behavior," said David Michaels, assistant secretary of labor for OSHA.

Falls are the leading cause of death for construction workers, accounting for about 40%. This is the second falling death in Texas in recent months. Texas also leads the nation in construction fatalities overall.

How far will Some Big Businesses go to Avoid Unionization?

A military contractor, the FBI, intelligence gathering operations and the utilization of a “delta team”...no this isn’t the plot of the latest Nicolas Cage movie...it was Wal-Mart’s response to its employees desire to exercise their rights to organize.

Back in 2011, some employees at Walmart stores were beginning their fight for better wages, benefits and working conditions. Calling themselves “Our Walmart”, 97 employees and supporters traveled to the Bentonville HQ and asked that wages and benefits be raised to the level that no worker would have to rely on government assistance to survive. They also requested regular scheduling, better health-care coverage, and to be free from retaliation for speaking up at work.

The following year, 2012, Our Walmart members and supporters started staging walkouts and protests around the country, seeking to put pressure on the company before the holiday shopping season.

Walmart has, or at least had at this time, a “labor hotline”. Managers are trained to report any suspicion of union activity to the hotline. Due to documents included in a National Labor Relations case, we know that the hotline was very busy around the time of the 2012 walkouts.

One call logged from Zion, IL at 4:19 PM: “Three associates made comments surrounding the “strikes” in other stores to Grocery ZMS (zone merchandising supervisor). Grocery ZMS shared his opinion but didn’t state our philosophy. He will do so the next time the associates are at work.”

As workers began to plan a

black Friday protest in 2012, the Walmart Delta team also ramped up. BFLRTDM? Black Friday Labor Relations Team Daily Meeting. Emails between Walmart executives available in the NLRB case included this question to Walmart’s Analytical Research Center, “When does Lockheed provide more analysts?”

You see, it is not enough that Walmart has its own global security division headed by a former FBI officer...or that it includes the “Analytical Research Center” headed by a former Arkansas State Police director...they also contracted Lockheed Martin for assistance in sourcing social media related to the worker actions. While neither Walmart nor Lockheed will comment on their relationship, NLRB documents suggest that LM Wisdom may have been involved. This small sector of Lockheed is advertised as a tool that “monitors and analyzes rapidly changing open source intelligence data...that has the power to incite organized movements, riots and sway political outcomes”.

Um...is this a response to workers trying to exercise their rights or a potential military coup in a medium sized country?

In addition to these actions, the labor relations team at Walmart uses the information it gathers from the hotline and social media to rank stores by likelihood of labor unrest. Priority 1 stores are said to need more training for managers and “information sessions” for employees.

Then there is the employee monitoring...one email from a labor relations staff asked, “Colby Harris, what’s his story?”

Harris was a produce department employee from Lancaster, Texas who had attended some protests. The executive said in her testimony that they tracked associates “who may be engaging in demonstrations and strikes to figure out who was working and who wasn’t.”

On Black Friday 2012, Our Walmart strikers had been identified, HQ labor relations personnel had been dispatched to all priority 1 stores, the labor hotline was staffed and lawyers were standing by.

In the 10 days around Black Friday, the labor hotline received 1,600 calls from 977 stores. Walmart said about 100 workers had gone on strike, Our Walmart said about 400.

In mid-April of 2013, when Walmart learned of a potential protest gathering in Bentonville that might include Occupy Wall Street, the global security team began working with the FBI Joint Terrorism Task Forces.

“With some assistance from LM (Lockheed Martin) we have created the attached map to track the caravan movements and approximate participants”, said Kris Russell, a risk management senior manager.

Granted, Walmart is an extreme example. Not all big businesses will respond to unionization efforts with this vigor (the largest crane companies are already union). However, even in the case of the largest employer in the country, Walmart workers are guaranteed the right to form a union, and if they stick together, regardless of the tactics employed by Walmart, they will prevail.

*Congratulations
to the 162 skilled
workers at
Volkswagen’s
Chattanooga
facility that won
a union election
with the UAW!*



*Congrats to
Phillips 66
workers in
Hartford, IL! They
voted to join IUOE
Local 148 earlier
this year and just
ratified their first
contract!*

*Trade unions have
been an essential
force for social
change, without
which a semblance
of a decent and
humane society is
impossible under
capitalism - Pope
Francis*

Refineries Profiting from Low Crude Prices

As pointed out on the front page, the oil and gas industry continues to be hit hard from low prices and huge stockpiles of product. However, the refining and marketing sector of oil and gas is having a record breaking year.

Morgan Stanley reported that the country's leading refineries were doing quite well, with Valero raising its dividend and Tesoro and Phillips 66 raising buybacks.

"Refuting fears of weakening demand, refiners indicate that domestic and international product demand remains robust," said one analyst at Morgan Stanley.

The national largest refiner,

Valero Energy, started off the year with its stock around \$43 per share and ended November at about \$73. Valero currently produces about 80 million gallons of gasoline per day.

Tesoro's stock has almost doubled from \$64 to \$119 this year.

Phillips 66 *"reported best beat of the sector, driven by strong refining results"*, said Morgan Stanley.

For the first time since the third quarter of 2012, Phillips 66 reported earnings of over \$1 billion.

Chevron and Exxon Mobile also experienced strong results. Chevron was up 33%

over the third quarter in 2014 and 47% over a year to date comparison.

Exxon reported earnings of \$1.5 billion, beating the projection of \$928 million by quite a bit.

Their year to date comparison shows a 174% increase.

The huge overstock of crude oil that we currently have is providing very low prices for the refiners, which has contributed to these huge profits. Traditionally the profit margin on a barrel of crude oil has been around \$5, recently it has increased to between \$15 and \$30.

Three Related Austin Area Construction Companies Fined

FBZ Braodway LP, One Eighty Construction Inc. and Roscoe Properties Inc. have been fined a combined \$112,000 for willfully exposing workers to asbestos.

All three Austin based companies are owned by Jason Berkowitz and were working on a residential apartment construction project in San Antonio. The inspection on May 29th found that each company failed to determine the location and quantity of asbestos.

FBZ Broadway had previously been cited for the same violation on April 28 and One Eighty Construction had been cited for failing to ensure that workers followed asbestos removal practices.

The fines were as follows: FBZ Broadway fined \$14,000, One Eighty Construction fined \$35,000, Roscoe Properties fined \$63,000.

"This commercial building renovator is responsible for protecting workers from asbestos hazards and failed to

do so, despite previous citations for asbestos exposure. There is simply no excuse for continuing to expose workers to this danger," said Alejandro Porter, OSHA's area director in the San Antonio Office. *"Exposure to asbestos can lead to lung disease and cancer years after initial exposure."*

The three companies employ about 261 employees and have 15 days to contest the citations and penalties.

Criminal Charges for Underpayment on Prevailing/SCA Wages

Last month, electrical contractor Marcus Butler was indicted for allegedly making false certifications on prevailing wage certified payrolls. In other words, he said he had paid his workers more in wages and benefits than he actually did.

The particulars of the case

show Mr. Butler employed certified electricians on three Housing and Urban Development projects in Ohio during 2011-2013. It is alleged that Mr. Butler overstated the wages and benefits paid to his workers by \$126,514.80.

The case will have to play out to see if Marcus Butler is

found guilty and what his penalty might be.

However, he faces jail time and heavy fines if found guilty.

When contractors cheat on these wages, it hurts the workers and disadvantages responsible contractors who follow the rules.

The Outdoor Corner

History of Whitetail Deer in Oklahoma

Taken from the Oklahoma Department of Wildlife Conservation website.

1900 – Market/subsistence hunting and unregulated harvest eliminate nearly all deer from the state.

1917 – Total statewide deer population estimated at 500 animals. Legislature bans deer harvest.

1917 to 1922 – From western Oklahoma moving east, counties previously open to deer hunting are systematically closed to deer hunting.

1922 – All deer hunting in Oklahoma is prohibited.

1933 – First regulated deer season (five days) is held. Hunt is restricted to six southeast counties and Major County in western Oklahoma, resulting in the harvest of 235 bucks. Also, this year marks the beginning of safety regulations for wearing a red upper outer garment (later to become “hunter” orange).

1934 – No deer season authorized.

1935 – 37 Area is expanded to seven southeast counties only. Harvest total is 331 in 1935; 375 in 1936; and 347 in 1937.

1938 – No deer season authorized.

1939-40 – Harvest totals: 384 in 1939 and 318 in 1940.

1941-43 – All deer hunting is closed. Many OGF personnel are called to active military service.

1943 – Deer restoration program started with the trap and transplant of 22 deer.

1944 – 379 deer harvested.

1945 – A total of 469 deer are harvested. Restoration efforts continue, with most deer trapped from either the Wichita Mountains NWR or Ft. Sill, but includes 50 captured from Aransas Pass NWR on the Texas Gulf coast.

1946 – Participation in the deer gun season jumps to more than 7,000 (certainly due to returning World War II Vets looking for recreation). First archery season (one day) is held. No deer harvested. A total of 35 deer are transplanted from the Wichita Mountains NWR to the U.S. Naval

Ammunition Depot near McAlester (in less than a decade the military installation, now known as the McAlester Army Ammunition Plant, would serve as a source herd for trapping activities).

1946 – Oklahoma had its first archery season (1 day) November 11, 1946 in seven southeast counties. No deer were harvested.

1949 – Special Archery season (five days) is designated only at Camp Gruber, resulting in the first buck taken by bow and arrow during a regulated season (taken by Roland Barber; the state’s first archery buck was a fallow deer that was part of Gruber’s small herd that had been established on the area during the late 1930s). The Daily Oklahoma November 13, 1948 story.

1951 – First whitetail deer taken by bow and arrow during a regulated season since the days that Native Americans hunted deer for subsistence is harvested by Larry Embry, Jr., 13. The deer was harvested at Camp Gruber. The Daily Oklahoma November 13, 1951 story.

Photo caption: Larry Embry Jr harvested the first whitetail at Camp Gruber November 11, 1951 with a bow.

1954 – First statewide gun deer season (5 days) results in harvest of 1,487 bucks.

1969 – First primitive firearms season (three days) is held, resulting in two deer harvested. Hunt is restricted to part of LeFlore County.

1970 – Statewide 16-day deer gun season. Total harvest of 6,882 bucks.

1972 – Nine-day deer gun season with all open counties and special two-day antlerless season. Total harvest 7,670 deer.

1976 – Department begins broad scale antlerless harvest in 19 counties by issuing antlerless permits by special drawing. Total harvest 11,548 – 26 percent does.

1982 – Antlerless permit system deemed unpopular due to perceived inequities, and replaced by antlerless days available to all hunters. Total harvest 19,255 – 23 percent does.

1986 – The Department ceases any further trap and transplant efforts with

sufficient populations of deer available to repopulate all suitable habitats statewide.

1990 – Statewide deer population estimated at 250,000 deer. Total harvest 44,070 deer – 24 percent does.

1992 – Total harvest tops 50,000. Much to the surprise of many, a new state record buck is taken by an archer in Oklahoma County (Chris Foutz took the buck, which measured 179 6/8 typical score), proving that quality deer can come from just about anywhere in Oklahoma; even the state’s most urbanized county.

1999 – Statewide deer population estimated at 425,000 deer. Total harvest yields 82,500 deer – 36 percent does.

2000 – Deer population levels spawn a multitude of stakeholder desires and management possibilities. For the first time deer harvest numbers tops 100,000.

2001 - First Special Antlerless season is held in December and expanded deer archery season in January.

2003 - First statewide youth antlerless deer gun season is held in October and yields 2,285 deer.

2004 - Statewide deer population estimated at 475,000 deer. Bowhunters set new harvest record with 14,639 deer taken. Statewide harvest is 94,689 - 40% does.

2005 - Statewide harvest is 101,111 including 40% does. The number of counties that recorded more than 1,000 deer harvested increased to 43.

2006- Hunting regulations remain unchanged from 2005.

2007 – Not one, but two tremendous whitetail bucks are harvested from Pushmataha County during the deer gun season; one by John Ehmer that scored an impressive 194 typical, and one by Jason Boyett that scored 192 5/8 typical. Boyett takes his buck Nov. 18, surpassing the previous state record that had held the top spot for an entire decade.

Then just 10 days later, on Nov. 28, Ehmer takes his outstanding buck from the same county. By now, a total of 4,500 deer (including 19 mule deer entries) have been entered into the Cy Curtis Program.

*I'm proud to say
that this has been
a union
show...and I have
never worked
with a more
professional
group of people
in my life. - Jay
Leno*



The Labor Movement was the principle force that transformed misery and despair into hope and progress.

- Dr. Martin Luther King Jr.

Labor Unions: The folks who brought you the weekend, child labor laws, overtime pay, minimum wage, injury protections, workers compensation, pensions, the right to organize...

Whistleblower Protections

Section 11(c) of the OSH Act prohibits employers from discriminating against their workers for exercising their rights under the Occupational Safety and Health Act.

Part of this includes whistleblower protection. OSHA's whistleblower protection authority covers 22 federal laws. For instance, an employee is protected in the event they file a safety and health complaint with OSHA. Likewise, if they inform the authorities about alleged ille-

gal pollution by an employer or the breaking of asbestos laws, they are covered.

These protections mean that the employer can not take adverse action for reporting these things. Adverse action includes: firing, blacklisting, demoting, denying overtime or promotion, disciplining, denial of benefits, failure to hire or rehire, intimidation/harassment, making threats, reassignment affecting prospect for promotion or by reducing pay

or hours.

The US Government tracks the whistleblower cases it receives. The number of cases received has risen steadily for the past 10 years. There were 1,934 in 2005, 2,314 in 2010, and 3,288 this year.

Of course, if you belong to a union, you have the added protection of contacting your union rep with your concerns and the protection that you can not be fired without just cause.

Service Contract Act \$190K Case

Able Industries of the Pacific, Inc. will have to pay 202 workers \$190,578 for unpaid fringe benefits required by the Service Contract Act. The company, which operates in Guam, is also barred from bidding on any federal contracts for a term of three years.

The workers provided dining, janitorial and maintenance services between 2011 and 2013 at several facilities on US Air Force and Navy bases

on Guam.

"Employers who contract with the federal government cannot circumvent or ignore their legal obligation to pay the contract's baseline minimum wages and benefits to their workers," said Terence Trotter, director of the Wage and Hour District Office in Honolulu. *"Thanks to this settlement, employees will now receive their long overdue benefits. The fact that this contractor is now ineli-*

gible to bid on future contracts for three years should send a strong message to other employers hoping to secure work for the federal government- play by the rules, or face the consequences."

If you work under the service contract act and think your employer is cheating on your wages or fringe benefits, please give us a call at Local 351 or 564.

Huge Infrastructure Bill Passed in Congress

The US Congress recently passed the biggest transportation infrastructure bill in a decade. The \$305 billion five year bill was approved in the senate by a vote of 83-16. President Obama is expected to sign the legislation.

Congress had failed to put together a comprehensive infrastructure spending bill since 2005. Included in the 16 "no" votes were 3 out of 4 of the republican presidential candidates in the Senate. Senators Ted Cruz, Marco

Rubio and Rand Paul voted against the measure. On the democratic presidential candidate side, Senator Bernie Sanders was not present for the vote.

The bill passed by a vote of 359 - 65 in the House of Representatives, with all democrats voting for it.

The bill's passage came at the last minute, as the authority for the federal Department of Transportation to pay for highway and transit projects

was set to expire a few days later.

The bill was advocated for by the IUOE and other unions.

While this bill's passage is a good thing, both Hillary Clinton and Bernie Sanders have cited the need for more spending to rebuild our crumbling infrastructure.

Clinton calls for an additional \$275 billion to what was just passed and Sanders is looking for \$1 trillion more.

Coal Company's Former CEO guilty of Conspiracy

Former Massey Energy CEO Don Blankenship was recently found guilty of conspiring to violate safety standards at the Upper Big Branch Mine. If you recall, that was the site of the 2010 blast that killed 29 workers.

"Even though Blankenship wasn't convicted of all charges, he is guilty of reckless disregard of human life and the loss of 29 souls through reckless disregard and negligent homicide through just his greed," said Judy Jones Peterson, the brother of one

of those killed.

Assistant US Attorney Steve Ruby added, *"it is a misdemeanor, but a critical part of justice is accountability. The fact we were able to obtain that kind of justice today is a great victory."*

It took the jury two weeks to deliberate the case, in which the defense presented no witnesses. Though the defense did get the trial moved from the area near the mine site, claiming that they

could not get a fair trial due to the local publicity.

Though the families of some of those killed in the accident applauded the court's decision, Blankenship's lawyer said he doubted that his client would serve any time for the misdemeanor conviction.

Blankenship will be sentenced on March 23rd. He faces a maximum fine of \$250,000 and up to a year in prison.

NLRB Accepting Electronic Signatures for Showing of Interest

In order to form a new union, workers usually have to first demonstrate to the National Labor Relations Board a "showing of interest". What this means is that at least 30% of the workers at the facility have to sign cards stating that they wish to be represented by the union. After the showing of interest, the NLRB starts the process to get to a secret ballot union election.

Until October of this year, the showing of interest was only done through getting signatures on physical cards.

However, the NLRB has determined that they will now accept electronic submissions.

The IUOE is exploring a couple of options for utilizing this new method to assist workers in forming their union.

It is important to remember though, while we agree that making it easier to "sign a union card" is a good thing, simply signing a card does not get you a strong union or a great contract. Workers

have to be willing to stick together and demonstrate to their employers that they are not going to back down in the face of any amount of opposition.

Like it says...30% is required to meet the minimum for a showing of interest...but obviously, you should strive for 100% of the workers to sign on to the "showing of interest"...and 100% of the workers to attend organizing meetings...and 100% to vote UNION YES!.

Construction Spending is Up

Construction spending in the USA reached an 8-year high this past October. The Associated General Contractors noted that the demand for construction workers is outpacing the supply of qualified personnel.

"The October data was positive across the board, with robust growth for a month and year in residential, private non-residential and public construction. The pause that had appeared in private

and public nonresidential spending for several months seems to have ended," said AGC chief economist Ken Simonson.

Spending on construction in October totaled about \$1.1 trillion, an increase of 1 percent over September and about 13% higher than October 2014. The one percent increase from September was about double what was expected by economists polled by Reuters.

Part of the big increase was due to the highest level of private spending on construction since January 2007.

Public construction outlays also increased to a 5 year high with an jump in federal spending, but a decrease from state and local governments.

"The breadth of the expansion and the large number of categories with double-digit increases suggests that construction will continue growing well into 2016".

There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood. - Walter Reuther, former UAW president.



Local 351

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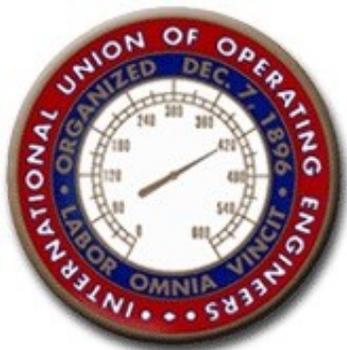
THE PROCESS NEWS

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Local 564 Organizing and Bargaining

Organizing: Congratulations to Univar workers in Dallas who recently voted to join Local 564! Now they just have to stick together while negotiating a great first contract.

Bargaining Update: Local 564 ratified a 6 year agreement with Olin Chemical in Freeport, Texas. Local 564 represents 400 chemical plant operators in a vast variety of jobs. This agreement gave employees at the site major wage increases, stable benefits, and the protection of a solid grievance procedure. Olin Chemical purchased 19 plants from the Dow Chemical Company on October 5th of this year.

We are proud to have such a stable and solid contract with Olin for the next 6 years.

Local 564 also held contract extension talks with the Dow Chemical Company in the early part of December and the ratification vote was held on December 9th, 2015 for 670 employees in Freeport Texas. The contract passed overwhelmingly. The extension talks were primarily over wage issues for the Chemical Operators at Dow. It is a 5 year contract that will end on May 12, 2021.