

THE PROCESS NEWS

BY THE INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCALS 351 & 564

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WELCOME TO THE FIRST ISSUE!

The Process News is a collaborative effort between the International Union of Operating Engineers Locals 351 and 564.

This publication will come out quarterly and include industry information that we think may be of interest, as well as some current information on the Labor Move-

ment in the US and around the world.

Our local union membership includes people in several different industries - refineries, chemical plants, building engineers, workers on military bases, NASA employees, and maintenance personnel, just to name a few.

Local 351 and 564 are part of the 123 Locals and nearly 400,000 members that make up the IUOE in the United States and Canada.

We hope you enjoy The Process News and welcome your questions or comments. See the back page for contact info.



THE NEW OIL BOOM

The town of Nixon, TX is located about an hour southeast of San Antonio. It has a population of about 2,200. According to recent data, the median household income in Nixon is about \$22,000 (less than half the median nationwide). Many of its main street businesses have been closed.

So, why was Nixon recently highlighted in a story in the New York Times? It provides an example of how the new oil boom in the United States can really turn around a small town. A refinery has existed on the outskirts of Nixon since about 1980, but since being built, it has been closed for more years than it has been open. It is a relatively small, 56 acre facility, that traditionally has had a hard time competing with the mega-refineries further south and east along the Gulf Coast that could purchase huge amounts of crude oil from world-wide suppliers.

That all changed with the massive increase in oil production in the Eagle Ford Shale in south Texas. Thanks to new drilling technolo-

gy, high grade crude oil is now being pumped out of the ground all over the region. Today, Blue Dolphin Energy operates the refinery, processing that Eagle Ford crude into a range of products, including diesel fuel, naphtha and atmospheric gas. They run about 15,000 barrels of crude through the system every day and have a storage capacity of close to 300,000 barrels.

Restarting the refinery had a great impact on the town. The facility employs more than 50 local residents, many of who were previously out of work. The great thing about higher paying jobs is that the people then spend a big portion of that money locally. According to the New York Times article, the local restaurants are now full with workers and truck drivers associated with the refinery. It has been reported that investors are exploring the idea of building a new hotel in Nixon.

The new work, incomes, and spending has also meant that sales tax revenue has doubled since the refinery opened. This has allowed

the town to improve roads and its water system and to hire an additional police officer. Likewise, property values in the little town have increased nearly 400%.

The success of the recent surge in oil refining is certainly not limited to small Nixon, TX. The big refineries along the Gulf Coast are also ramping up production and several smaller refineries are being built in elsewhere in Texas, in North Dakota and in Utah. Valero alone is expected to spend \$800 million in the near future to upgrade its existing refineries to accept the light crude from the Eagle Ford. Compact distillation towers to partially refine condensates are in the works in a few states as well.

All of these developments, and the construction and operations jobs they create, can be attributed to the new shale oil drilling.

IUOE Locals 351 and 564 stand ready to ensure that these new jobs in our state offer the highest pay and the best benefits available.

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VW WORKERS LOSE A CLOSE ONE - UAW APPEALS

"It's unfortunate that Bob Corker has been swayed by special interests from outside Tennessee to flip-flop on his position on what's best for Chattanooga's working families." - UAW Region 8 Director Gary Casteel

In February, Volkswagen workers in Tennessee narrowly voted against joining the United Auto Workers. The UAW had a majority of union representation cards signed and the Volkswagen Group of America remained neutral in the election process. However, Tennessee politicians, including US Senator Bob Corker, State Senator Bo Watson, and Governor Haslam all made statements designed to discourage workers from forming a union.

Senator Corker said (on the first day of voting), "I've had conversations today and based on those am assured that should the workers vote against the UAW, Volkswagen will announce in the coming weeks that it will manufacture its new midsize SUV here in Chattanooga."

Volkswagen publicly said, both before and after Senator Corker's statement that the workers decision had no bearing on where the new SUV would be produced. Additionally, after the election, the head of the VW workers' council in Germany said that if the workers are not allowed to union-

ize in Tennessee, that they may block additional VW investment in the US south.

It is also worth noting that Senator Corker has not said from where his "assurance" came.

The day before the VW vote, State Senator Watson said, "Should the workers at Volkswagen choose to be represented by the United Auto Workers, then I believe any additional incentives from the citizens of the State of Tennessee for expansion or otherwise will have a very tough time passing the Tennessee Senate."

In the weeks leading up to the election, Governor Haslam made comments about how allowing the United Auto Workers to represent the employees at the plant would have a negative impact on the state's ability to attract other businesses.

In addition to the Tennessee politicians actively working to prevent VW workers from exercising their federally protected rights, big money anti-union outside groups poured funds into the effort to prevent unionization. The groups

put up numerous bill boards around Chattanooga designed to make workers vote no. They ran a coordinated media campaign with the same goal in mind.

It is unfortunate that these forces joined together against the workers at VW. While it is normal for big business (and their funded groups) to stage anti-union campaigns, it is a bit more unusual for elected politicians to take such a public stance against the best interest of workers.

The UAW has filed an objection to the election with the National Labor Relations Board on the grounds that these folks (and others), in a coordinated effort, effectively engaged in a coercive campaign to prevent the workers from a fair election. The objection consists of 13 pages of the UAW's argument and 34 pages of exhibits detailing how the coercive statements from politicians and outside groups were made in the media.

The UAW is asking for a new election at the facility.

INTRODUCING S.E.A.T.T.

"An investment in knowledge pays the best dividends." - Benjamin Franklin

Locals 351 & 564, in conjunction with the IUOE International and the National Training Fund of the IUOE, are working to create the Stationary Engineers Apprenticeship and Training Trust. SEATT will offer employer specific training to all IUOE local 351 & 564 signatory employers. SEATT's goals and abilities are to provide refinery and chemical plant operators and/or maintenance craftsmen specialized training as it pertains to their jobs in the petro-

chemical industry. SEATT also provides instruction to stationary engineers and others working in office complexes as well as many military installations where the IUOE has members. SEATT employs a certified OSHA instructor and is capable of training employees in all areas of workplace safety. SEATT is working hard to ensure that the IUOE standard is maintained; IUOE members are the best trained employees in the workplace. Currently, SEATT

has 24 part-time instructors and needs additional instructors from all areas of Texas. Anyone interested in becoming an instructor for SEATT may contact locals 351 or 564. Training in various areas of expertise as well as instructor training will be provided at no cost.

HISTORY OF THE US LABOR MOVEMENT—PART ONE

There is a definite, real truth to the often said slogan of organized labor, “From the folks who brought you the weekend”. We should never forget that previous generations stood up for themselves and fought (and often died) for improved workplace conditions.

Most of us working today were not involved in the violent struggles that brought about higher wages, better benefits, and greater work place safety. As we all know, history has to be retold, otherwise it can be forgotten.

One of the first documented instances of a union like entity was the Federal Society of Journeyman Cordwainers (shoemakers) in 1794 Philadelphia. In 1805, the Cordwainers went on strike. The 8 leaders of the strike were convicted of conspiracy in the constraint of trade. The court said that the workers could join such an organization, but they could not take collective action. This appears to be the first time a US court weighed in on the topic of labor organization.

Trade organizations grew over the next couple of decades. These

organizations led to the development of “Workingman’s” political parties. They advocated for public education, wage protections, and the direct election of public officials.

In Lowell, MA textile factories recruited young women between the ages of 16 and 30 to work. They lived in hundreds of company owned boarding houses, often six to a room. In 1834 and 1836, in response to decreases in wages and increases in rent, the women walked out. While the first strike was unsuccessful, over 1500 women walked out in the second one. With the support of the community, they were successful and the company rescinded the rent hike.

Early labor organizations supported the Civil War effort to end slavery. As the New England Workingman’s Association put it, “Slavery must be uprooted before the elevation sought by the working classes can be effected”.

In addition to the death and destruction of the Civil War, the war caused enormous economic problems around the country. The labor movement grew to over 200,000 members, with trade

associations in nearly every northern city.

The Civil War was also termed, “a rich man’s war, a poor man’s fight”. In fact, thanks to a provision in the 1863 Draft Act, wealthy individuals like J.P. Morgan and John Rockefeller were able to pay \$300 for “substitutes” to avoid going to battle.

Another side effect of the war was the consolidation of power by those same wealthy industrialists. Post war, huge industrial empires in steel (Carnegie), shipping/oil (Rockefeller) and finance (Morgan) rose up to battle against the organizing of working people.

These so-called “Robber Barons” employed a wide range of tactics, including private police forces, the use of judges, and their government influence, to break strikes in the coming decades.

Part two will continue in the next issue with the rest of the late 1800’s up to the beginning of World War II.

For a great US labor history book, *From the Folks Who Brought you the Weekend*, by Priscilla Murolo, A.B. Chitty, and Joe Sacco.

“Where trade unions are most firmly organized, there are the rights of the people most respected.” – Sam Gompers, first president of the American Federation of Labor

COMMON LABOR TERMS

As part of the effort to inform our audience of what labor unions are all about, we have included some commonly used terms below. More to follow in later newsletters.

AFL-CIO: The American Federation of Labor-Congress of Industrial Organizations: a voluntary federation of labor unions - NOT a labor union itself. The AFL-CIO includes 57 unions, which represent about 12 million members in the US and Canada.

Apprentice: someone who is learning a trade from experienced workers, with both classroom and

on-the-job training. Local unions, like those in the IUOE, operate apprenticeship training programs.

Arbitration: a method used by labor and management to settle an unresolved grievance. The issue is brought before a third party (an arbitrator) to determine a ruling.

Bargaining Agent: An entity authorized to bargain collectively for its members. For example, an IUOE Local union bargains with employers for its member.

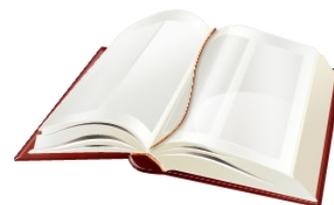
Business Agent: an employee of the union who handles the day to day business of the local office—

resolving workplace disputes, filing grievances, etc.

Central Labor Council: a voluntary association of unions in a specific area (city, countywide, etc). CLCs may be affiliated with the AFL-CIO.

Certification: official designation of a union as the exclusive bargaining representative for employees in a bargaining unit. Certification usually takes place after a representative election.

List compiled with assistance from the “Lexicon of Labor”, R. Emmett Murray.



THE POWER OF COLLECTIVE BARGAINING

“Where collective bargaining is forbidden, freedom is lost.” - President Ronald Reagan

I'd like for you to consider two situations. Think of the last time you went to purchase a vehicle. You likely started at the dealer's asking price and negotiated a bit off of that. Maybe you got him down \$1,000 off of MSRP...or maybe they just threw in free floor mats.

Now imagine what might have been different if you showed up at the same dealership with 100 of

your friends, and all of you were there to buy a new vehicle. Basically, you and your friends are there to purchase every car the guy has on the lot...IF the dealer gives you all a good deal. If he isn't willing to negotiate a good deal, you and your 100 friends will take your business elsewhere.

The point is this: If the dealership is just negotiating with you as an individual, he can always sell the

car to someone else if you walk away. However, if he is negotiating with 100 people, who are purchasing every vehicle on the lot...well, he just may offer you a better deal.

Just about every major business belongs to an association that lobbies collectively on their behalf. Why shouldn't you have the same power when it comes to your wages and benefits?

THE MINIMUM WAGE ISSUE

Do the names Kenneth Arrow, Peter Diamond, and Eric Maskin mean anything to you? Well, they are economic professors at Stanford, M.I.T. and Harvard...and they are also Nobel Prize winners in the field of Economics. These three, along with four other Nobel winners in economics, and about 600 other leading economists all signed a letter of support of raising the minimum wage to \$10.10 an hour. The letter was addressed to President Obama and the leaders in Congress.

It noted that it has been almost

five years since the minimum wage was last raised. The economists are urging that the federal minimum wage be raised by .95 cents for each of the next three years. While \$10.10 an hour might not be considered much money to people in some of our industries, it would bring full time minimum wage workers from about \$15,000 a year to about \$21,000 a year. They note that recent developments in economic study indicate that raising the minimum wage would have “little or no negative effect” on the employment of low wage workers, and that it could provide a small boost to the

economy.

A business backed group (The Employment Policies Institute) responded to the proposal to raise the minimum wage with an advertisement saying that it would “force” companies to use technology to replace workers.

With corporate profits at an all time high, seems like they could just pay workers a bit more.

“A lot of conservatives just think that unions are nothing but bad.

That's just not true...They're people who are just trying to make their lives better, people trying to collectively negotiate a better standard of living for themselves.

What the heck is wrong with that?” - Rep. Paul Ryan

UNIONS - AMERICA AND OUR ECONOMY NEEDS 'EM

The essence of what labor unions do – give workers a stronger voice so that they can get a fair share of the economic growth they help create – is and has always been important to making the economy work for all Americans. Unions only become more important as the economy

worsens.

One of the primary reasons why our current recession endures is that workers do not have the purchasing power they need to drive our economy...what is sustainable is an economy where workers are adequately rewarded and have the income they need to purchase

goods.

In addition to the many benefits that unions provide for their members, this is how unions contribute to the overall economy and strength of our country.

THE OUTDOOR CORNER

SEA DREAMS CHARTER SERVICE

IUOE Local 139 member Dave Gielow has recently hung up his hat as a 35 plus year heavy equipment operator...and moved to Belize to open "Sea Dreams Charters". Over the years Dave ran excavators on road jobs and big excavation projects, and he operated cranes inside US nuclear power plants.

Dave got his USCG Captains License and then upgraded it to a 100 ton master license. In January 2010 Dave started a charter service in Gulfport, Mississippi. Unfortunately, just four months later, the Deep Water Horizon accident occurred in the Gulf of Mexico and made fishing temporarily impossible on the Mississippi/Louisiana coast. So he went back into the field for a while, again running cranes in the nuclear energy market.

In December of 2013, he made the big move to live in Belize full time and run his charter service. Sea Dreams Charters is located in the beautiful coastal town of Hopkins, one of the premier fishing areas in Central America. Their trips take place aboard the Tina Marie, a USCG approved 31' fully air con-

ditioned Hatteras. They offer a variety of small group (1-6 people) fishing options; including trolling, reef and bottom fishing, lagoon fishing and fly fishing.

Their deep sea catches can include Marlin, Sailfish, Tuna and Mahi-Mahi, and closer to the reef, Grouper, Kingfish, Snapper and Barracuda. Like all places, the season and the weather may determine what type of fishing will be most successful. Captain Dave can advise your group on what may be the best bet during your trip, but if you have your heart set on fishing for a particular type of fish, they will certainly give it a try.

In addition to fishing, they offer snorkeling, private charters, and an evening rum cruise.

For those of us who are a bit geographically challenged...some general information on Belize. It is located in Northeast Central America on the Caribbean Sea. The country is bordered to the north by Mexico (the Yucatan Peninsula), and to the south and west by Guatemala. Belize is similar in size to New Jersey. It is also the only country in Central

America that lists English as it's official language, though Spanish is also widely spoken. While the fishing is certainly great, there are a wide variety of attractions and activities available (Mayan Ruins, wildlife, surfing, cave exploration, etc.). You can check out more information on Belize at www.travelbelize.org.

We'd like to thank Dave for his decades of work as an Operating Engineer and to wish him the best of luck with his retirement and charter service in Belize.

You can find Sea Dreams Charters on Facebook, or check out their website at www.seadreamscharters.com. From the Captain, "We are the only off shore charter service in Hopkins, Belize, so you all come on down and lets go fishing!"

"WE ARE THE ONLY OFFSHORE CHARTER SERVICE IN HOPKINS BELIZE, SO YOU ALL COME ON DOWN AND LETS GO FISHING!"

SPRING TURKEY SEASON IN TEXAS

The Texas Parks and Wildlife Department is partnering with the National Wild Turkey Federation to repopulate areas in the eastern part of the state. The plan involves releasing about 240 wild turkeys caught in Alabama, Missouri, Kansas, South Carolina, Tennessee and West Virginia.

There were efforts in the 80's and 90's that stocked over 50 counties, but the numbers have dwindled. According to a NWTF official,

"The birds were essentially wiped out by subsistence and market hunting, along with extensive habitat loss..."

The birds will be tracked with a GPS transponder to learn for future stocking efforts. While the efforts to restock are underway in East Texas, birds are still plentiful elsewhere.

Depending on where you hunt in Texas, turkey season is open from March 15th to May 14th. Check

the Texas Parks and Wildlife website for the specific zones dates and a lot of other great information. www.tpwd.state.tx.us



SAFETY RELATED NEWS



Crystalline Silica Rulemaking

- OSHA is currently engaged in developing regulations for workers exposure to silica. They say that exposure to small crystalline silica particles carries the risk of silicosis, lung cancer, COPD, and kidney disease.

OSHA's proposal includes provisions for measuring the amount of silica workers are exposed to, limiting access to areas where exposures are high, and using effective methods to reduce exposure.

As of this printing, OSHA has just made a proposal, not a final rule regarding silica.

Fertilizer Chemical Safety - In response to the April 2013 explo-

sion at the West, TX fertilizer facility that killed 15, OSHA is partnering with the Agricultural Retailers Association and the Fertilizer Institute to remind workers of the importance of safely storing and handling ammonium nitrate.

Crane Operator Certification Requirement

- The OSHA standard that required crane operators to be certified by November 2014 has been delayed by three years. The delay comes after a number of parties expressed concerns about the qualification/certification requirements.

CA Refinery Refuses Investigators - Following a Feb. 2014 chemical release accident at Tesoro's Martinez area refinery that injured two workers, the US

Chemical Safety Board sent investigators to the facility. While they were allowed into the facility once, subsequent attempts to return have been denied. Company officials reportedly deny that the accident was serious and believe that it did not qualify for a federal investigation. Chemical Safety Board officials could not recall another instance where their authority to investigate accidents was challenged. The agency has operated since 1998

THE TRANS-PACIFIC PARTNERSHIP

You may have seen things recently in the news about the ongoing negotiations related to the "free trade" agreement known as the Trans-Pacific Partnership. What is the TPP? How could it affect you?

In simple terms, the TPP is a trade agreement between the US, Australia, Brunei, Chile, Canada, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, and Vietnam.

Before we get to the TPP, lets see how that other famous "free-trade" agreement is doing. Some economists and the US Government predicted that a "free-trade" agreement between the US, Canada and Mexico would create hundreds of thousands of US jobs, and increase our trade surplus with Mexico. According to a 2011 study by the Economic Policy Institute, 682,900 jobs were lost in the United States due to NAFTA. 60% of these were in manufacturing.

In 1993, the year prior to NAFTA, the US had a \$1.6 billion trade surplus with Mexico, by 2010, we had nearly a \$100 billion trade deficit.

It's worth mentioning that the US Chamber of Commerce, one of the biggest opponents of labor unions, recently released a report titled "NAFTA Triumphant - Assessing Two Decades of Gains in Trade, Growth and Jobs".

We like to hope that as a country, we learn from our mistakes. One hopes that the US is looking out for the best interests of it's workers in these TPP negotiations.

However, the initial signs from the secret negotiations are not positive. While the TPP negotiators are discussing a labor chapter in the agreement, they do not currently include the core labor standards from the International Labor Organization. Also, having labor standards are good...but only if there exists a mechanism to strongly enforce those standards.

Another area of concern is that in previous trade agreements there were rules that limited the "Buy American Act". Basically, earlier agreements would occasionally require the US Government to pretend that non-US companies were American when making purchases under the Buy American Act.

How "free" will the trade really be? Some countries involved have large tariffs on importing major products, like automobiles, that limit US exports. If we further open our country to imports, are the other countries going to reciprocate? Likewise, in the US, workers are guaranteed the right to unionize. Will Vietnamese workers get the same protections?

Our big corporations are pushing for the TPP...and why wouldn't they? They've done great since NAFTA. Just ask the Chamber of Commerce.

"Over half of U.S. "exports" to Mexico, for example, do not enter the Mexican market, consisting of transfers from one branch to another branch of a U.S. corporation, to maximize gains from lower labor costs and environmental standards." - Noam Chomsky on free trade agreements.

THE KEYSTONE XL PIPELINE

Why is there so much opposition to the Keystone Pipeline? We have been transporting oil through pipelines for well over 150 years. According to the Pipeline and Gas Journal, in 2014 there are 109,066 miles of pipeline worldwide either under construction or in the planning process. This includes 33,265 miles in North America alone. The Keystone Pipeline, when complete, will be a total of just about 4,100.

Actually, about 3,000 miles of the pipeline have already been constructed and are operational. But we are still waiting on approval for the 1,179 mile "Steele City Expansion". This segment would carry oil from Canada into the United States and through Baker, Montana, where US oil would be added to the pipeline. From there it would go through South Dakota and Nebraska, where it would link up with an already completed section.

It is the travel through Nebraska that has greatly contributed to the

current holdup. In particular, the pipeline is proposed to go over the Ogallala Aquifer.

An aquifer is basically a layer of rock, sand, gravel and silt that holds the ground water that we extract for various purposes. Environmentalists claim that the risk of having the pipeline transporting oil over the Ogallala Aquifer is too high, so this pipeline should not be approved.

But...there are already about 20,000 miles of existing pipelines over the aquifer. If the risk of a pipeline contaminating the aquifer were that grave, how have we managed to avoid it thus far? Also, the Keystone Pipeline will have modern safety features likely not found on many existing pipelines. TransCanada, the company building the pipeline, has agreed to 57 new safety procedures. They will use satellite technology to monitor 20,000 data points along the pipeline and they will have a greater number of remotely controlled shut off valves than on

previous pipelines.

The Facts:

- About 9,000 jobs will be directly created by the pipeline construction. About 42,000 jobs will be supported by the construction.

- Keystone XL will be the safest pipeline ever constructed in the US.

- None of the crude oil transported through the pipeline will be exported out of the US.

Are there any risks with moving oil from point A to point B? Sure. But as James Goeke, a 40 year Hydrologist at the University of Nebraska points out, being scared of pipelines is like being too afraid to fly. Is there an extremely small chance of a problem in the air? Yes. Is flying still considered to be safe? Yes.

It's safe, it creates jobs, it's good for the country—let's build the Keystone XL Pipeline!

"Even if you put the pipeline through the Sandhills, which they aren't, the (ground) materials would immediately restrict leakage and TransCanada could clean up any spills." - James Goeke

THOSE GREEDY PUBLIC EMPLOYEES...

Back in the "good ole days", teachers were viewed in an almost entirely positive light. So were fire fighters, the police, the workers who deliver our mail, and the wonderful people with the Veterans Affairs Administration.

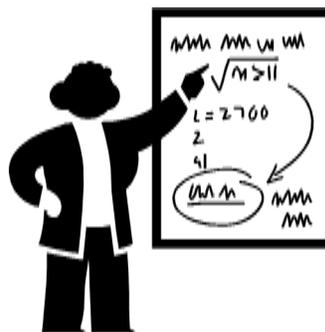
However, these days, half of what we hear on the news seems to be about how our public employees are overpaid, or how public pension systems are bankrupting the country. We will provide some FACTS for your consideration on these issues.

In 2013, the average starting salary for a teacher in the United States was about \$36,000 a year. For firefighters...you know, those

people who run into burning buildings...the average across the career term is about \$48,000. How are these salaries unreasonable?

And then there are those public employee pensions, retirees causing financial catastrophes in major US cities and states. Not quite. While many public pensions are underfunded, are we really to believe that the average public worker is responsible for that? Pension systems rely on actuaries to advise them on how much money is needed to fund their liabilities. However, sometimes, politicians choose to spend the money on other things. For instance, giving boatloads of money in-

centives to a corporation can bring in some jobs, and make a politician look like a hero...but, no one gets re-elected by spending money to fund those greedy public workers' retirement.



The Koch Brothers and Sheldon Adelson saw their personal wealth increase by a approximate \$23.5 billion last year. This is more than the combined median annual salaries of 425,000 public school teachers.

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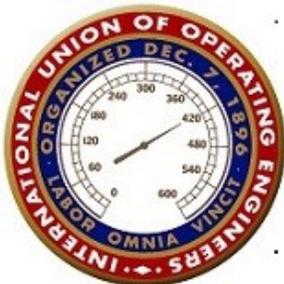
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www.workersunited-351.org

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LOCAL 351 AND 564 MEMBERS

Why "The Process News"? Our two Locals got our start in the petrochemical and refining industries. "Process" is the industry term for the various technologies employed to create a product.

The International Union of Operating Engineers represents two main categories of workers: Hoisting and Portable and Stationary Engineers. H&P workers are heavy equipment operators - cranes, excavators, pipeline equipment, and road building equipment, to name a few. On the other side, the term stationary engineer can be applied to a pretty wide range of occupations. The people who run petrochemical plants and refineries are stationary engineers. So are folks who operate and

maintain a variety of pumps, generators, and turbines and the people who keep the steam plants and boilers functioning that ensure our buildings are comfortable.

Our locals include many traditional stationary engineers. We have folks working at Lyondell-Basell, Phillips 66, Able Engineering, Holly Frontier, Western Refining, and Hilton Americas...just to name a few of the more than 60 negotiated, ongoing contracts that our members are a part of.

However, our membership also includes a range of other types of workers. We have members working in border patrol, in environmental cleanup, in housekeeping

services, and in a variety of private contracts that keep our military bases running efficiently.

Regardless of the type of work they do, our members stand united in our fight for the best wages, benefits, and working conditions in our respective industries.

If you think that you deserve more of a voice at your workplace...if you feel that you and your coworkers should be getting a bit more...if you want to become part of the American Labor Movement...maybe you should be an Operating Engineer. Take a look at the websites listed on the left and give one of our locals a call.