

Straight Talk



A USW member publication by USW Union workers for USW union workers at Tesoro LAR

2nd Edition
8/21/2008

USW LOCAL-675 COMMUNICATION & ACTION TEAM BULLETIN

CPD USW MEMBERS SHOW THEIR UNION STRENGTH!

To evoke change to a specific issue, like the operations schedule for instance, requires a couple of steps which some of us are just beginning to learn about. We all need to know how this process works in order to obtain the support by USW leadership, also to successfully and properly negotiate whatever changes are sought after by the membership.....YOU!

Some CPD operators learned this very important 1st step of this process at the last local meeting at the hall on August 12th. At this meeting a verbal proposal was on the floor regarding operations schedule and a proposed vote. A show of hands nearly won the support needed, but instead an informational meeting was to be announced.

The kind of support for various issues, by showing up on the 2nd Tuesday of the month at the local Union hall like the CPD USW members did, is the first step in the democratic process in which we operate as a Union. It's easy to place blame on elected affiliates and rile up animosity for those opposed to a proposed issue. Let's not fall into this trap, as it only weakens our cause and leads to a dysfunctional and divided Union, which is the complete opposite of the meaning of "Unity" altogether. **Thanks to all CPD members for your Union involvement and willingness to partake in the process with your elected committee members.** If change is what is being pursued than the majority of hands must first pass it on the next level by formalizing a proposal. We can solve a lot more issues by coming directly to the hall and voicing opinions & bringing in supporters. To seek Company representation from HR to gain support is not recommended as this method causes nothing more than sheer manipulation of our thoughts and ideas.

Conclusion:

If you wish to evoke change, platform your ideas, and, or just find out the latest news is which involves your benefits and working conditions then,

**GET INVOLVED!
SHOW SUPPORT
BUT MOST OF ALL STAND UNITED AS ONE.**

Spread the message of SOLIDARITY to all union brothers & sisters as it only strengthens us even more to achieve the best.

CAT TEAM MEMBERS DEFINED :

C.A.T. Coordinators: The person(s) who signed you up Either Ryan Heustis or Lunden Yeaman. Their responsibility is to make sure this process is working while educating and involving members in the contract campaign & strategies.

What did I sign up for?

C.A.T. Team Shift Leaders: Responsible for Coordinating activity within their area (or unit). Certain activities will be dispatched by Coordinators to Team Shift Leaders. Team Shift Leaders are the ones responsible for recruiting organizers within their area (unit). They are a vital link so that their respective areas of work are WELL INFORMED on every shift and ready to participate in activity passed down from coordinators. Coordinators get their information directly from the negotiating committee and local hall. This is why it's important for phone contact & e-mail communications to be checked daily from now 'till negotiations are over. If you signed up and are not ready to be involved at this level, let someone else step in and take this responsibility or you can still be involved as an Organizer within your work area.

C.A.T Organizers: Are the direct link to the rank and file. (No e-mail) They are responsible for obtaining information from Team Shift Leaders and communicating the information to about 10 workers within their area. They are responsible for also making sure their work area is showing solidarity and participating when called to do so.

MOBILIZE, SHOW SOLIDARITY & BE INFORMED!

The more activity and involvement each area has, the fewer rumors and more of the TRUTH is exposed regarding the upcoming negotiations which involve your livelihood!

If your work area is not involved during this time, other employees within the facility can create rumors that can spread nothing but false information, this destroys the foundation which is being created. The reliant source of information regarding negotiations will not be from your supervisor or manager; it will come directly from the C.A.T. members and your union leadership.

More on back



UNION MEETINGS ARE THE 2nd TUESDAY EVERY MONTH

Address: 1200 E 220th St. Carson, CA 90745

T-SHIRT RAFFLES AND FOOD & BEER.

Why are the negotiations important to me??

Here are some example of what we have gained in the past by having solidarity and being involved in the process.

1969 Bargaining

Oil companies agreed to eliminate all employee contributions to the cost of pension plans in terms negotiated during the second national strike in the oil industry. (First nationwide oil strike in modern era occurred in 1952)

1973 Bargaining

Health and safety clauses negotiated, including joint labor-management committee in each plant. The then distinctive health and safety language was won in a strike and boycott of Shell Oil.

1977 Bargaining

The Union won the right to conduct an independent investigation of all accidents.

1980 Bargaining

A Dental Plan was achieved. And a vacation increase of six weeks for 30 or more years of service.

1990 Bargaining

A minimum benefit for workers suffering occupational-related illness or accidents was won that covered job-related illness as well as accidents. The new benefit begins with day one full-time regular employment and established minimum payments of 26 weeks at full pay followed by another 26 weeks at half-pay.

1997 Bargaining Extension

A three percent wage increase that was due in 1998 was increased to 3.5 percent, and oil workers won 3.5 percent hikes in each subsequent year through 2001.

2002 Bargaining

A wage increase from a low of \$0.85 per hour to a high of 4% over the term of the agreement. We were also successful in increasing the shift differential to \$1.50 respectively.

2005 Bargaining Extension

The extension agreement provided for wage increases of 3.5%, 3.5% and 3.7% and a \$1500 bonus at a point in time when the average nationwide negotiated wage increase in all industries was only 2%.

YOUR NEGOTIATING COMMITTEE IS:

Mike McFarland

Chuck Meeks

Ernie Carmona

Ed Carbajal

Richard Floyd (Unit Chairman)

Cheryl Williams (Recording Secretary)

SOLIDARITY DAYS

T-shirts / Hats / Buttons / Pins / Stickers etc...

Our Communications network must be solid for the upcoming months ahead.

When our Alerts are directed to all C.A.T leaders, we will show our Union position clearly by wearing our logos and other paraphernalia which clearly show our support. This also shows management and the community our stance.

This is why it's important that your workgroup be involved the most it can be to reinforce our stance and to prove that manipulation will not work on us.

When you get the word from your C.A.T. area leader, particular "Solidarity Days" will be announced to wear your USW item.

HELP SUPPORT YOUR AREA C.A.T. LEADER.

"Simply the Best for all"

If you don't know who your area C.A.T. Leader is then ask your coordinator and get your area involved. Coordinators are still working out the flowchart which shows your area Organizers and Leaders. These people signed up and have chosen to dedicate their time & efforts in supporting the cause which is being able to obtain simply the best wages, benefits and working conditions possible FOR ALL. We owe it to our families to obtain the best contract possible, so give support to your area C.A.T. leaders and get your workgroup engaged.

Be sure to print out a copy of "The Oil Worker" This publication can educate you about the oil bargaining process and can supply insight on our industry and news.
www.oilbargaining.org

**SAFETY
SECURITY
SOLIDARITY**