

Wage Increases Since 1967

1968	4%
1969	4%
1970	70c
1971	7.5%
1972	7.5%
1973	6%
1974	27c
1975	4% +75c
1976	8%
1977	9%
1978	75c
1979	73c
1980	5%
1981	10.5%
1982	9%
1983	90c
1984	20c
1985	35c
1986	\$1000
1987	2% + \$1000
1988	30c
1989	3% +\$900
1990	80c
1991	5%
1992	4.5%
1993	3.5%
1994	3%
1995	70c
1996	40c
1997	2.5%
1998	3.5%
1999	3.5%
2000	3.5%
2001	3.5%
2002	85c
2003	3.5%
2004	3.7%
2005	4%
2006	3.5% +\$1500
2007	3.5%
2008	3.7%



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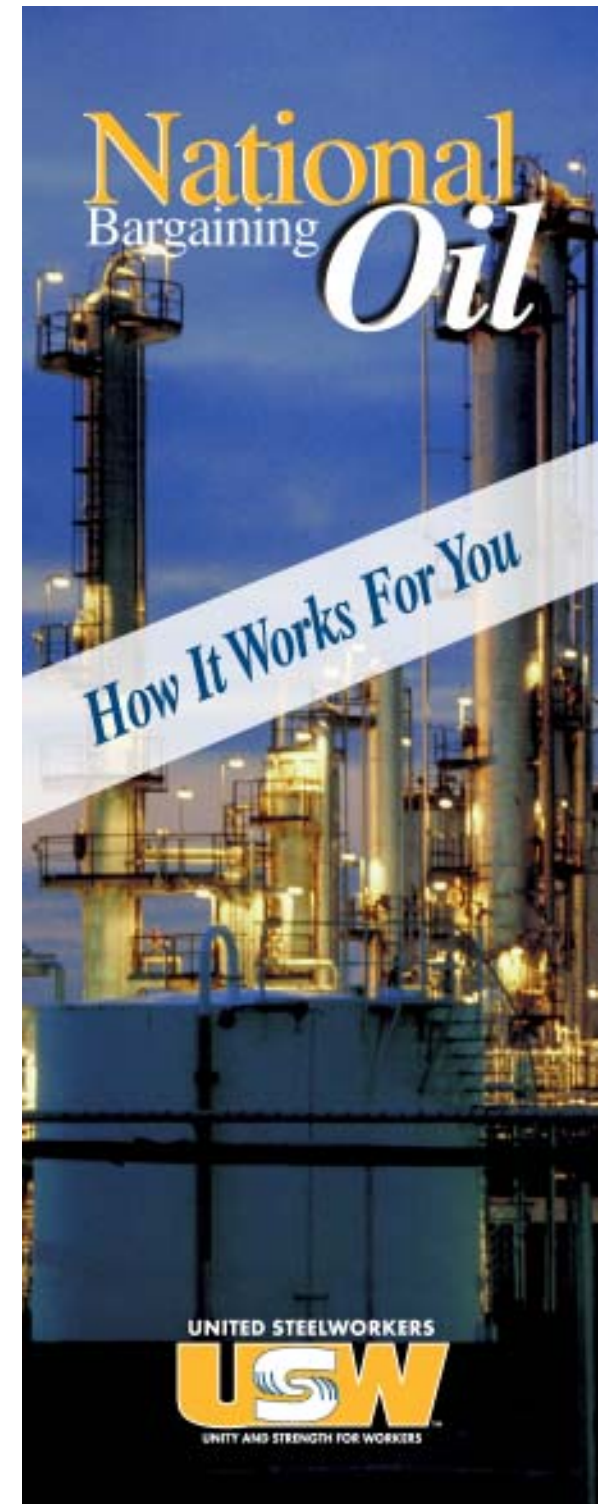
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Building Power

USW National Oil Bargaining 2008



Union Density =

Power to Deal Effectively with Global Oil Giants

Union Density and National Oil Bargaining

National Bargaining has benefited oil workers, union and non-union, even though the latter aren't involved in the process. It has also given oil companies labor stability.

Labor unions represent workers who process 77% of all throughput in the United States. The USW represents a huge majority of those workers. Union density is defined as the percentage of union representation within an industry or a company.

77% UNION DENSITY

There are still issues that oil workers everywhere have to fight for to make them change. We have a 77% chance of being powerful enough to be successful. Every time we increase our union density, we build power to deal more effectively with the most powerful corporations in the world.

Advantages of National Bargaining

- ✓ Oil workers improve their standard of living dramatically through nationwide collective bargaining.
- ✓ One of the highest paid professions in the United States.
- ✓ Strikes were conducted to get current health and safety provisions.
- ✓ Common expiration dates of union contracts add power to oil bargaining.
- ✓ Membership must approve contracts as well as strikes.
- ✓ Successorship language in union contracts preserves jobs, wages and benefits when facilities are bought and sold.
- ✓ Oil industry makes record profits with 77% of the throughput run by USW and other labor unions.
- ✓ Oil industry pays industry standard (or more) on wages and benefits at its non-union refineries because the USW sets the industry standard.



Contractual Gains

- | | |
|--|---|
| 1967—Rate Retention & 25% Shift Premium. | 1990—\$250,000 Death Benefit for Workplace Deaths. |
| 1971—Non-Contributory Pensions & Extra Paid Holiday. | 1993—Company-Paid Health & Safety Training. |
| 1973—First Health & Safety Clauses. | 1997— Successorship Language. |
| 1975—Additional Paid Holiday. | 2002— 50% Shift Premium/Increased Death Benefit to \$500,000/Job Security Provisions. |
| 1977—125% Shift Premium. | No Retrogression in all of the Above. |
| 1979—30 Yrs. = 6 Weeks Vacation. | |
| 1982—Life Insurance Improvements. | |