



UNITY AND STRENGTH FOR WORKERS

DATE: January 8, 2009
TO: National Oil Bargaining Groups
International Representative Servicing NOB Locals
FROM: Gary Beevers, International Vice President
COPY: USW International Executive Board
NOBP Policy Committee

NOBP GENERAL MESSAGE #2

Greetings:

Shell and Motiva made the following offer at Martinez, Port Arthur, Deer Park, and Convent.

COMPANY PROPOSAL
January 8, 2009

1. Term of Agreement

February 1, 2009 through January 31, 2012

2. Wages:

Effective February 1, 2009, all hourly wage rates will be increased 2.0% rounded to the nearest cent.

Effective February 1, 2010, all hourly wage rates will be increased 2.0% rounded to the nearest cent.

Effective February 1, 2011, all hourly wage rates will be increased to 1.5% rounded to the nearest cent.

This is the initial offer from the industry and we are pleased that an offer has been made. However, it is obvious that the offer is woefully inadequate and it fails to address the key issues of the memberships concerns. The offer will be reviewed and we will issue a formal response in the next few days.

Fraternally and sincerely,

Gary Beevers