



# THE INSIDE STORY



NUMBER 1

THURSDAY, JANUARY 10, 1980

This issue of The Inside Story kicks off a series of special newsletters to all staff employees. It will be published several times a week - daily if there is news of interest - until the strike is over. Emphasis will be placed on items directly related to the strike and negotiations activities, but other items of general interest as well as ads will be included as we get more situated. Suggestions for coverage are welcome: please call plant phone 6151 or mail your comments to room 208, Refinery Admin. Bldg. If you want to place an ad, simply mail it to, or stop by, room 151, Refinery Admin.

GOOD JOB!

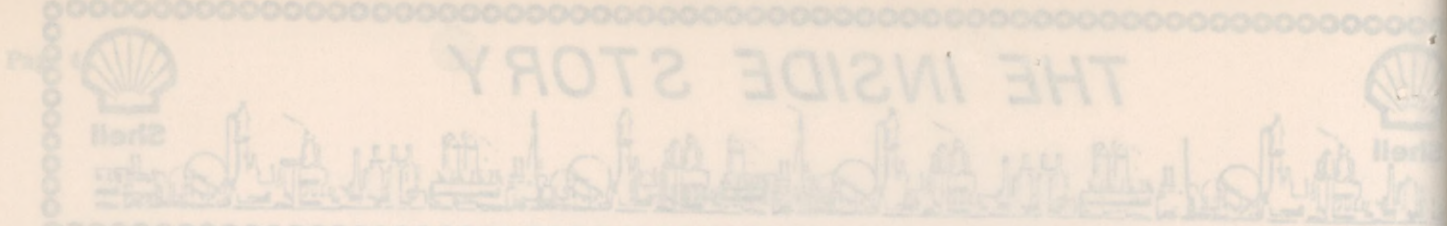
"My sincere thanks and congratulations go out to all of you involved in the smooth take-over of Complex operations. This has been the best take-over I have ever seen. All operating units are running exceptionally well and steady and we continue to produce at capacity subject to crude availability. I realize this is a result of careful advance planning as well as the dedicated hard work of everyone involved. Additional thanks are extended to those of you who are making the extra sacrifices of "sleep-in" during the first crucial days.

"My sincere appreciation goes out as well to everyone else, who although you may not be directly involved in the operation of specific units, are nevertheless playing extremely important roles in keeping this Complex running in an efficient and safe manner."

- Gary Dillard

## WHAT HAPPENED?

The agreement signed in January 1979 included a provision giving the union an opportunity to "reopen" negotiations prior to the start of the second year of the contract (January 8, 1980) on three - and only these three - subjects: wages, medical insurance plans, and vacations.



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**FREE**

2 RCA 150 speakers, 35-watt-channel, wood grain finish. 3 Ultralinear 100 speakers, 25-watt-channel. Must hear to appreciate. Will sacrifice. Price negotiable. 481-8343.

Pentax ME 35mm camera with 50mm 1.7 lens. \$175. 477-1943.

1961 Oldsmobile 88 coupe, 350 cu in. V8, automatic, power windows, air conditioning, 150,000 miles. \$1,200. 477-1943.

1961 Oldsmobile 88 coupe, 350 cu in. V8, automatic, power windows, air conditioning, 150,000 miles. \$1,200. 477-1943.

One 2-inch metal necklace. Claim in Rm. 151, Refinery Administration Building.

One green Levi insulated sportswear coat, size large. Claim in Rm. 151, Refinery Administration Building.

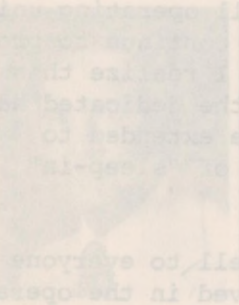
## Utilities South safety party

This issue of The Inside Story kicks off a series of articles on safety. The first article is on the safety of the refinery. The second article is on the safety of the refinery. The third article is on the safety of the refinery. The fourth article is on the safety of the refinery. The fifth article is on the safety of the refinery. The sixth article is on the safety of the refinery. The seventh article is on the safety of the refinery. The eighth article is on the safety of the refinery. The ninth article is on the safety of the refinery. The tenth article is on the safety of the refinery. The eleventh article is on the safety of the refinery. The twelfth article is on the safety of the refinery. The thirteenth article is on the safety of the refinery. The fourteenth article is on the safety of the refinery. The fifteenth article is on the safety of the refinery. The sixteenth article is on the safety of the refinery. The seventeenth article is on the safety of the refinery. 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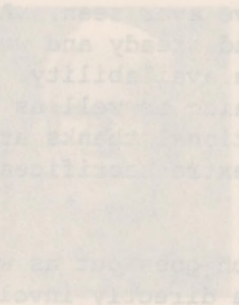
Thirty-five employees and guests from Utilities-South included: Dennis and Rich Cervi, Mike and Mary Good were wired and dined at the unit safety party Nov. 2007 at the Gulfgate Steak & Ale. Party-goers (left to right) at the Gulfgate Steak & Ale.



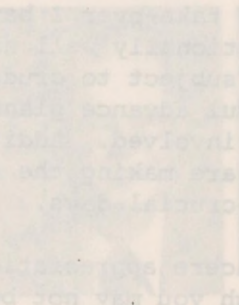
25 years  
C. H. W. ...  
Refinery, Texas



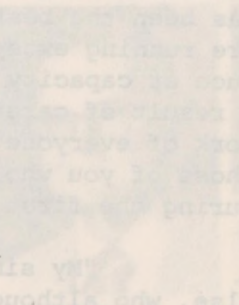
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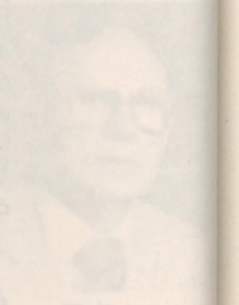
25 years  
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Refinery, Texas




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25 years  
C. H. W. ...  
Refinery, Texas



25 years  
C. H. W. ...  
Refinery, Texas



## Shellgram

The agreement signed in January 1979 included a provision giving the union an opportunity to "reopen" negotiations for the start of the second year of the contract (January 8, 1980) on three - and only these three - subjects: wages, medical plans, and vacations.

Shell's Deer Park Refinery is being Complex for its employees and pensioners. All inquiries should be addressed to Shellgram, Shell Company, P. O. Box 200, Deer Park, Texas 77609.

### WHAT HAPPENED?

The agreement signed in January 1979 included a provision giving the union an opportunity to "reopen" negotiations for the start of the second year of the contract (January 8, 1980) on three - and only these three - subjects: wages, medical plans, and vacations.

On December 20, DPMC offered:

1. A general wage increase of 8% (including the 5% increase agreed to the previous year).
2. Increases in the company-paid portion of the existing HSM plan of: \$8 per month for employee/family coverage and \$3 per month for employee only coverage.

The Company's offer was rejected. On January 4, 1980, the Company increased the previous wage offer to 9% and the company-paid portion of HSM premiums for employee/family coverage to \$10 per month. This offer was rejected by the union without any counter proposal. At a meeting called by the union for Monday, January 7, notification was given to DPMC representatives that a strike would begin at 4 P. M. on January 8, 1980.

At the time of the strike, Shell's offer was as good as any that had been offered in the industry.

Other than their original demands, union representatives have not offered any counter proposals nor have they defined what they mean by the words "substantial wage increase."

#### WHO ELSE IS INVOLVED?

Major companies experiencing strikes in this area are:

Houston: ARCO, Crown, Texaco, Charter and ARCO Polymers  
Texas City: Amoco, Amoco Chemical and Marathon  
Port Arthur: American Petrofina, Gulf, Texaco and ARCO Polymers  
Beaumont: Mobil  
Nederland: Union  
Port Neches: Texaco, Union-Texas U.S. Chemicals,  
Jefferson Chemicals, and Neches Butane

#### OTHER SHELL LOCATIONS

Other Shell facilities currently being struck by OCAW are Wilmington, Martinez, Norco (Refinery only), Anacortes, and the production and pipeline field operations in California. Although the various local unions (none are OCAW) at Wood River have been involved in similar bargaining, the employees are not striking that location. Approximately 4500 Shell employees represented by OCAW have gone out on strike.

On December 10, 1980, BMC offered:

1. A general wage increase of \$4 (including the \$2 increase agreed to the previous year).
2. Increases in the company-paid portion of the existing HEM plan of: \$8 per month for employee family coverage and \$3 per month for employee only coverage.

The Company's offer was rejected. On January 4, 1980, the Company increased the previous wage offer to \$6 and the company-paid portion of HEM premiums for employee/family coverage to \$10 per month. This offer was rejected by the union without any counter proposal. At a meeting called by the union for Monday, January 7, notification was given to BMC representatives that a strike would begin at 4 P.M. on January 8, 1980.

At the time of the strike, Shell's offer was as good as any that had been offered in the industry.

Other than their original demands, union representatives have not offered any counter proposals nor have they defined what they mean by the words "substantial wage increase."

WHO ELSE IS INVOLVED?

Major companies experiencing strikes in this area are:

- Bonnet: ARCO, Crown, Texaco, Charter and ARCO Polymers
- Texas City: Amoco, Amoco Chemical and Marathon
- Fort Worth: American Petroleum, Gulf, Texaco and ARCO Polymers
- Baytown: Mobil
- Wichita: Union
- Fort Worth: Texaco, Union-Texas U.S. Chemicals,
- Jefferson Chemicals, and Wachs Butane

OTHER SHELL LOCATIONS

Other Shell facilities currently being struck by OCAW are Washington, Martinez, Norco (Refinery only), Anacortes, and the production and pipeline field operations in California. Although the various local unions (some are OCAW) at Wood River have been involved in similar bargaining, the employees are not striking that location. Approximately 4500 Shell employees represented by OCAW have gone out on strike.

### CROSSING THE LINE

Just a friendly reminder. Have patience and handle with care your comings and goings across the picket lines. Picketers are supposed to move at a measured, predictable pace, but don't always bet on it. Approach the line slowly with no sudden changes in speed or direction. Don't try to rush the line. If blocked, wait till the path is clear. Follow directions given to you by security personnel.

### FLAT ADVICE

Arrangements have been made with a tire repair service should you find yourself in need as a result of striker-induced air escape. If you find yourself away from the Complex in this condition, you can call 747-2828 and they'll come to your rescue, 24 hours a day. (Their ability to respond quickly will depend upon their other commitments at that time, however, so be patient.) On the other hand, if you'd prefer to change the tire yourself and bring it back to the Complex ... or you notice the flat while inside the Complex, just call plant extension 6991 and you'll be taken care of.

### PICKETER'S POEM

We don't know when the following poem was written, but it was "signed" by Charlie Guerrero, Operator-1 and one of PXU's poet laureates, and then apparently left behind on the board at the unit. He titles it "THE PICKETER'S POEM"

When times are hard, and you're out on strike,  
And every scab you see, you want to fight,  
Smile and remember the good times we've had,  
And then those graveyards don't seem so bad.

But after you're out of work for a year,  
You'll wonder if Shell really wanted you here.  
The answer isn't as hard as it might seem,  
Because as Shell says, "We're part of a TEAM".

The reason we're walkin' is because of pay,  
But in the papers you'll hear Shell say,  
"Because of them fools, your gas will go up,  
And here we were tryin' to keep it under a buck".

So if Shell wants a strike, we aim to please,  
Like Garrison said in '62, "we got 'em on  
their knees".

CROSSING THE LINE

Just a friendly reminder. Have patience and handle with care your contacts and going across the picket lines. Picket lines are supposed to move at a measured, predictable pace, but don't always act on it. Approach the line slowly with no sudden changes in speed or direction. Don't try to rush the line. If blocked, wait till the path is clear. Follow directions given to you by security personnel.

FLY ADVISE

Arrangements have been made with a line repair service should you find yourself in need as a result of scissor-induced air escape. If you find yourself away from the Complex in this condition, you can call 747-2828 and they'll come to your rescue, 24 hours a day. (Their ability to respond quickly will depend upon their other commitments at that time, however, so be patient.) On the other hand, if you'd prefer to change the tire yourself and bring it back to the Complex... or you notice the tire while inside the Complex, just call plant extension 6321 and you'll be taken care of.

PICKETER'S POEM

We don't know when the following poem was written, but it was "signed" by Charlie Gurrero, Operator-1 and one of RWU's post laureates, and then apparently left behind on the board at the wall. He titles it "THE PICKETER'S POEM".

When times are hard, and you're out on strike,  
And every scab you see, you want to fight,  
Smile and remember the good times we've had,  
And then those graveyards don't seem so bad.

But after you're out of work for a year,  
You'll wonder if I'll really want you here.  
The answer isn't as hard as it might seem,  
Because as I'll say, "We're part of a TEAM".

The reason we're walkin' is because of pay,  
But in the papers you'll hear I'll say,  
"Because of them fools, your gas will go up,  
And here we were tryin' to keep it under a buck".

So if I'll want a strike, we ain't no please,  
Like Garrison said in '63, "we got 'em on  
their knees".