

Union Proposals: 2009 Negotiation

- 1) **International Package:**
- 2) **Common Expiration Date: 1 Feb 2012:**
- 3) **Operation Scheduling During Turnaround; (7/12's):**
(The scheduling of Operation progression during periods of turnaround)
- 4) **Assignments Outside of Bargaining Unit:**
(This proposal deals with 3 different types of employee set-ups: employees' set-up temporarily working within or outside of LCR and permanent set-ups out of the bargaining unit. The Union is proposing that if an employee is temporarily set-up out of bargaining unit for more than 18 months accumulative in a 24 month period, then the employee will lose all progression unit seniority for the amount of time employee is set-up and when an employee takes a permanent salary position he/she loses all plant and progression unit seniority immediately. This proposal is intended to insure adequate staffing of operation and mechanical progressions.)
- 5) **Bargaining Unit Employees Assignment Outside of LCR:**
(The purpose of this Union proposal is to insure that whenever an employee is sent out of the Lake Charles Refinery he/she is covered by the contract and it is per employee concurrences if in excess of an 8 hour assignment.)
- 6) **Trainee and Utility Helper Language:**
(Clarify the Utility Helper / Unassigned Trainee language in contract.)
- 7) **Attendance Incentive Pay Program:**
(Give an incentive for people without absences in a given year.)
- 8) **Wage Adjustment: Sluciers and Dock Loaders:**
(Adjust the wages of Sluciers and Dock Loaders.)
- 9) **Add 2/3 Shift to Shift Pick Menu:**
- 10) **ODM Operator:**
(Identify the duties of ODM operator.)
- 11) **10% Pay for Turnaroud Lead:**
(The Union is proposing that T/A lead operators be paid +10% during turnaround execution.)
- 12) **Operation One-Day Vacation Cancelling Agreement:**
(Allow operators to cancel one-day vacation up to the day of vacation, with employees' agreement.)

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- 13) **Lab Restructuring:**
(Develop a new scheduling and rotation structure for Lab Testers.)
- 14) **Bumped Trainees Retain Previous Service Time:**
(The Union is proposing that Trainees that have been bumped retain their previous service time for pay purpose.)
- 15) **Temporary Mechanical Work Schedule Language:**
(Process for putting mechanic onto a temporary work schedule.)
- 16) **Pay for Misapplication of Mechanical Callout:**
- 17) **Eliminate Instrument Critical Skills List:**
(Eliminate DCS and Analyzer critical skills list.)
- 18) **Bid Language Days Off:**
(The Union is proposing to clarify contract language; when bids are posted and an employee is on vacation and on days off the employee can bid on the posted job when they return to work.)
- 19) **Time to Move from 2nd Class to 1st Class Craftworker:**
(At the Company's discretion, new mechanical employees do Not have to serve the full one year to be Craftworker 1st class.)
- 20) **Craftworker Service Time to Bid:**
(This language states that a mechanical employee can bid after four years progression unit seniority in the craft.)
- 21) **Training and Procedure Writing:**
(This proposal would make Training & Procedure Writing bargaining unit work.)
- 22) **Meal Periods:**
(Add meal periods.)
- 23) **Minimum Training Requirement Exemption:**
(This proposal would allow the set-up operators creating the new training manuals to be exempt from the minimum training requirements. This is to provide best possible training for operators.)
- 24) **All Side Letter of Agreements will be Carried forth:**
- 25) **Quarter Hour Pay Increment; (language clean-up):**
(Government rules require pay to be computed on a quarter hour basis.)