

# OIL BARGAINING HISTORY AND ACHIEVEMENTS



UNITED STEELWORKERS  
**USW**  
OIL WORKERS





**WE ARE STRONGER WHEN WE STAND TOGETHER  
IN SOLIDARITY.**

Under the National Oil Bargaining Program, USW Oil Workers across the country join in solidarity to build our bargaining power. Working together is how we level the playing field and take on Big Oil.

For more than five decades, USW Oil workers have stood united and demonstrated our solidarity in order to better living standards, strengthen job security, and improve health and safety in our workplaces.

We shape the family-sustaining jobs we hold, and we demand what we deserve when the industry outlook is bleak.

This time is no different. When we stand in solidarity, we can rise to take on the challenges ahead of us.

**PAST  
ACHIEVEMENTS  
INCLUDE:**

**1967**

Rate retention and 25 percent shift premium

**1971**

Non-contributory pensions and extra paid holiday

**1973**

First health and safety clauses

**1975**

Additional paid holiday

**1977**

125 percent shift premium

**1979**

30 years = 6 weeks of vacation

**1982**

Life insurance improvements

**1990**

\$250,000 death benefit for workplace deaths

**1993**

Company-paid health and safety training

**1997**

Successorship language

**2002**

50 percent shift premium, job security provisions, increased death benefit to \$500,000

**2009**

Preserved NOBP pattern and wage increases in face of major global recession

**2012**

Process safety improvements and implementation of fatigue management

**2015**

Fought back against industry-proposed concessions with the first major strike in 30 years

**2019**

Process safety representatives at smaller facilities, progress made on bringing routine maintenance work back in-house



**MIKE SMITH**

USW Oil Bargaining Chair  
60 Boulevard of the Allies  
Pittsburgh, PA 15222  
mjsmith@usw.org



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