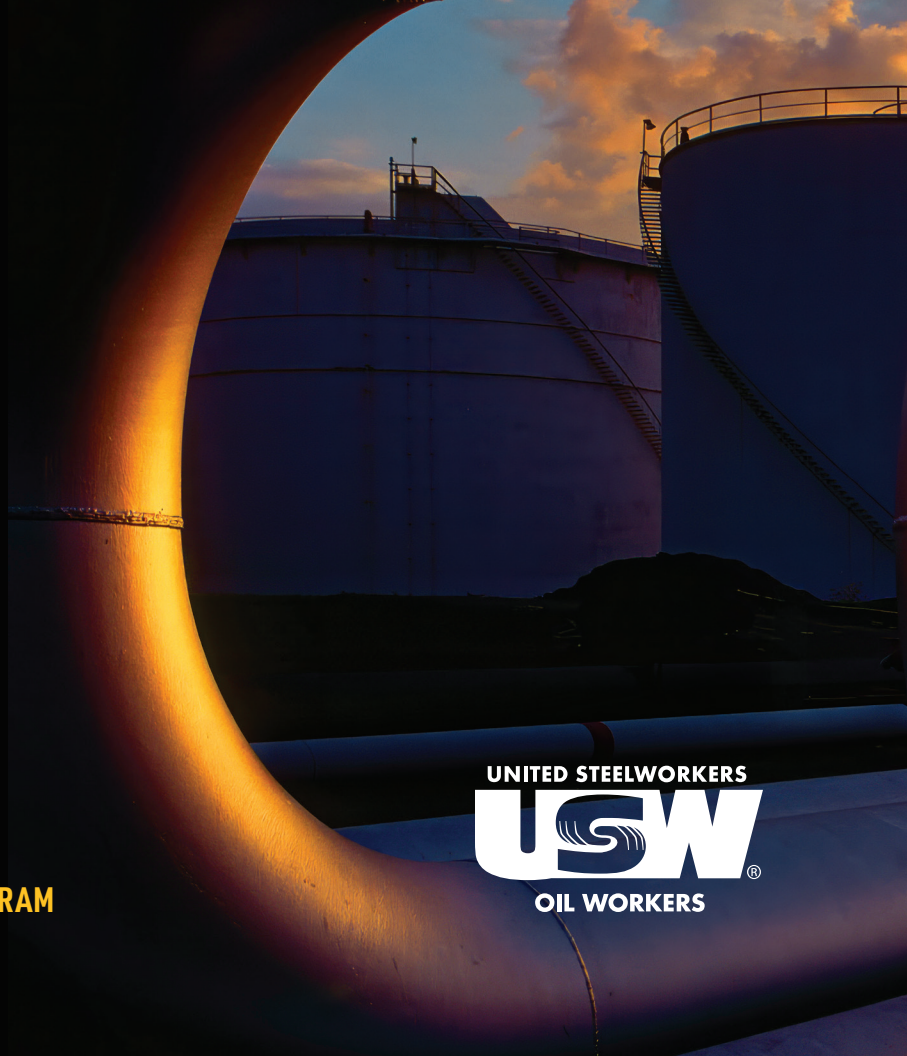




UNION (LS-30) LABEL
3657

NOBP AN INTRODUCTION TO THE
NATIONAL OIL BARGAINING PROGRAM



UNITED STEELWORKERS
USW[®]
OIL WORKERS

NATIONAL OIL BARGAINING PROGRAM

Union workers came together in 1965 to push back against Big Oil and formed the National Oil Bargaining Program. The program established a common expiration date and an oil policy that would be applied across the industry, regardless of employer. This was an important victory for workers and has been the root of our bargaining power since.

Today, the National Oil Bargaining Program includes more than 30,000 USW oil workers across dozens of employers in more than 200 bargaining units.

The program includes refining, production, pipelines, maintenance, storage and petrochemical facilities that represent roughly two-thirds of all U.S. refining capacity.

National bargaining sets wage increases as well as other items, including health care cost sharing, training, health and safety issues, protections against layoffs, and security for benefits in case our facility is bought or sold.

Together, we bargain with the industry for improved wages, benefits, job security and safety protections.



The National Oil Bargaining Program is chaired by Mike Smith.



Additionally, each region elects a policy committee member and an alternate.

● REGION A (Districts 1, 7)

JUSTIN DONLEY
Local 912, PBF

JIM WITT
Local 1-346, Cenovus

● REGION B (Districts 4, 8, 9, 10)

DEVON CRAWFORD
Local 10-234, Monroe Energy

PRESTON SCARBERRY
Local 4-898, PBF

○ REGION C (District 11)

ROBERT CAMMARN
Local 241, HollyFrontier

CHRIS MISHKEE
Local 662, Flint Hills

○ REGION D (District 12)

CASEY WARDELL
Local 12-578, HollyFrontier

SCOTT CAMPBELL
Local 12-591, Shell

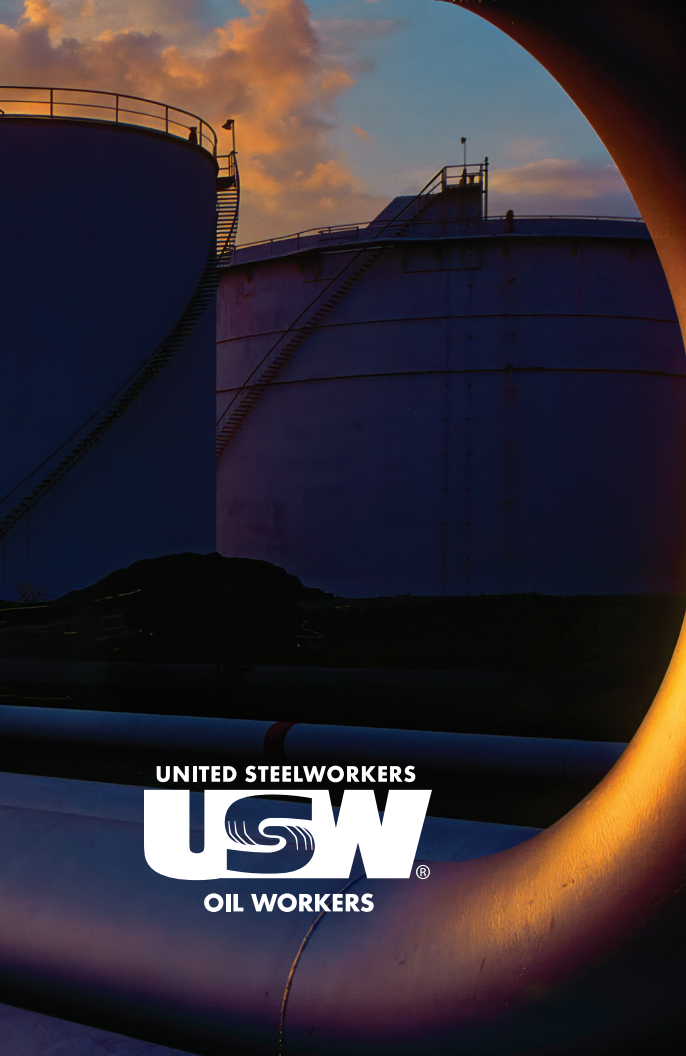
○ REGION E (District 13)

BRANDI SANDERS-LAUSCH
Local 13-1, Marathon Petroleum

ERIC ROY
Local 750, Shell



The National Oil Bargaining Policy Committee Members were elected by local union delegates at the September 2024 National Oil Bargaining Conference.



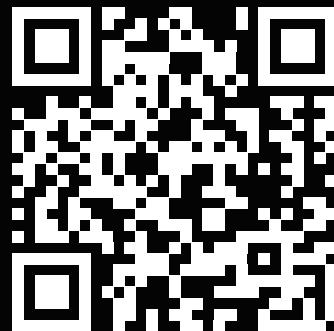
GETTING READY FOR BARGAINING

OUR EXISTING FOUR-YEAR NATIONAL PATTERN AGREEMENT EXPIRES ON JANUARY 31, 2026.

Look for more information in the coming months as we gather feedback, work to build solidarity and prepare for national negotiations

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