PLAINTIFF'S
EXHIBIT
CHV-528

AGREEMENT

1955-1956

BETWEEN

STANDARD OIL COMPANY
OF TEXAS

AND

INTERNATIONAL UNION OF
OPERATING ENGINEERS
LOCAL UNION NO. 552
(A. F. of L.)

EL PASO, TEXAS

EL PASO PRINTING COMPANY

PRINTED ON UNION MADE AND WATER MARKED PAPER

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AGREEMENT

Between

STANDARD OIL COMPANY OF TEXAS

and

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL UNION NO. 552

THIS AGREEMENT is made and entered into this 8th day of March, 1955, between Standard Oil Company of Texas, with a refinery at El Paso, Texas, herein referred to as the "Company," and International Union of Operating Engineers, Local No. 552, herein referred to as the "Union."

WITNESSETH:

RECOGNITION OF UNION

The Company recognizes the Union as exclusive representative of all employees of the Company's El Paso Refinery except Laboratory, Clerical, Supervisory, Administrative, and Technical, for the purpose of collective bargaining with respect to wages, hours and other conditions of employment, subject to and in accordance with the provisions of the National Labor Relations Act, amended by the Labor-Management Relations Act.

ARTICLE I

This agreement shall be effective as of March 1, 1955 and shall remain in effect until February 29, 1956, and shall be automatically renewed for consecutive periods of one (1) year each thereafter, unless either party shall notify the other in writing, of its intention to terminate the agreement, at least sixty (60) days prior to the first day of any contract year; provided, however, that either party may

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notify the other party in writing, at least sixty (60) days prior to the first day of any contract year, of its desire to change, amend, or omit any article or articles contained in said agreement, and the serving of such notice shall have the effect of annulling the said article if no agreement is reached within sixty (60) days after the termination date of the agreement. The remainder of the contract shall be automatically renewed unless notice is given of intention to terminate the entire contract as hereinabove provided.

ARTICLE II

1. A regular work day shall consist of eight (8) consecutive hours in any 24 hour period, exclusive of lunch periods. The lunch periods, for day workers, will be from 12:00 to 12:30 P.M. when consistent with the work at hand.

2. A work week shall consist of seven (7) consecutive days, commencing at 12:01 A.M. Monday.

3. The Company will establish weekly work schedules consistent with operating requirements to permit regular and consecutive days off. No employee shall be required to take time off on his regular work schedule because of previously worked overtime, nor shall any employee lose any time because of a change in the work schedule.

ARTICLE III

1. (a) Wage rates shall be those for work performed in the Company's present job classifications, set forth as Exhibit "A"; or any wage rate or classification mutually agreed to hereafter.

(b) Company wage schedules show shift differentials, where applicable, at

the bottom of the wage schedule. The shift differentials are in addition to the basic daily rates. They apply to all employees who work any time other than on day shifts.

2. Overtime rate shall be 1½ times the regular rate and shall be paid for:

(a) All work done in excess of eight (8) hours in any 24-hour period, or

(b) All work done in excess of forty (40) hours in any work week, or

(c) All work done on first off day at Company's request, or

(d) The first shift of rearranged work schedule, if the employee whose shift is changed shall not have been notified at least forty (40) hours prior to the beginning of the first shift.

3. An employee who is called out to work and who reports for such work, shall receive a minimum of four (4) hours' pay at straight time rates, or time and one-half for work performed, whichever amount is greater.

4. Double time (two times the base rate) shall be paid for work done on the second off day, where a minimum of four (4) hours on the first off day is also worked, and these off days are consecutive calendar days. For the purpose of double time payment only, both off days will start at 12:01 A.M. and end at 12:00 midnight the same day. These off days need not fall in the same work week.

5. Where an employee works in two classifications in one day, and works less than a half day in the classification carrying a higher rate than the classification in which he works the balance of the day, he shall be paid for one-half a day at the high rate and the other half day

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at the lower rate. If he works one-half day or more in the classification carrying the higher rate of pay than in the classication in which the balance of the day is worked, he will be paid a full day at the higher rate.

When a man regularly employed in a higher pay bracket is called upon to relieve a man in a lower classification, because of an emergency situation, he will not be reduced in pay in cases where he might otherwise have continued to work at the higher pay. This is not intended to apply to changes from a higher to lower classification occasioned by the normal fluctuation in work.

6. An employee promoted to a higher classification shall be paid at the rate of that classification upon starting such work.

7. Employees of the Helper group, who are required to fill in temporarily in other classifications, shall be paid the rates applicable to those jobs dependent upon the time thus worked. The principle outlined in paragraph 5 will be used in determining whether they will receive pay for one-half of a day or a full day at the highest rate on each day of broken time. Seniority and ability shall be followed in selecting these men.

ARTICLE IV

1. The provisions of Article II and Article III, relating to hours and days of work and to wage rates, may be opened by either party for further negotiations at successive intervals of six (6) months from date of contract.

2. Written notice of intention to open negotiations shall be given thirty (30) days prior to expiration of any six (6)

months period, and negotiations shall be commenced within thirty (30) days after notice has been given. Any agreed changes which may result from such negotiations shall be effective at commencement of six (6) months interval following that of which notice was given, unless the parties shall agree on some other effective date.

ARTICLE V
SENIORITY

Section 1 For the purpose of administering this article and Article VI, Seniority of two types shall be considered as stated below:

a. Refinery Seniority, which shall be based on the date of entering the service of the El Paso Refinery; and
b. Section Seniority, which shall be based on the date Company assigns an employee to a definite section as defined in this article.

Section 2 For the purpose of this article, the recognized Refinery Sections are:

a. Operating
b. Filling and Shipping
c. Storehouse
d. Instruments
e. Electrical
f. Machinist and Tool Room
g. Welding
h. Pipe Fitting, Boiler Making and Utility.

ARTICLE VI
PROMOTIONS, DEMOTIONS, LAYOFFS AND REHIRINGS

(Attached to and made a part of this agreement are "Exhibit B," Job Progression Chart—Maintenance-Storehouse, and "Exhibit C," Job

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Progression Chart — Operating Sections, showing job classifications and the normal progression and regression paths between the various classifications and groups of classifications.)

Section 1—Promotions

a. All promotions, demotions, placement of men displaced by job terminations, and all filling of vacancies shall be based on seniority and ability. It is the intent to give every employee an opportunity to progress into higher jobs in line with his seniority. It is mutually recognized, however, by the Company and the Union that ability must be given consideration in all such moves. Thus, there may be individuals who, through lack of knowledge, skill or efficiency on the job, are not capable of handling the higher skilled jobs, but who are capable of satisfactorily handling some of the intermediate or lower jobs.

b. When an employee is not progressing or performing his work in a satisfactory enough manner, he will be so informed. When a promotion is made and the employee promoted is not the highest on the Section Seniority list of the next lower applicable rate classification, any employee higher on such rate classification and eligible for consideration for such promotion will be advised by Management (in advance when possible) why such employee was not selected for such promotion; except that this notification shall not be necessary in the Operating Section for promotions made in accordance with "Exhibit C," Job Progression Chart—Operating Section.

c. An employee promoted to a higher

job and failing to perform satisfactorily on it, will be allowed to return to the job previously held by him, without loss of seniority rights. This will not preclude the employee's right to promotion to some other jobs which he is capable of performing.

Section 2—Layoffs and Rehirings

a. Layoffs for lack of work, and rehirings shall be based on Refinery Seniority.

b. Regular employees with less than one-year's continuous service, who are laid off for lack of work, will have continuous service if rehired within 13 weeks after the last day worked.

c. Regular employees with more than one year and less than five years' continuous service, who are laid off for lack of work, will have continuous service if rehired within 26 weeks after the last day worked.

d. Regular employees with more than five years' continuous service, who are laid off for lack of work, will have continuous service if rehired within one year after the last day worked.

e. In case of re-employment, employees who have been laid off shall be notified by registered letter at their last known address, in order of their Refinery Seniority of qualified men, to report for work. In the event any employee so notified shall fail to report for work within ten days of date of notice, such employee's seniority shall be terminated, provided he is not prevented from reporting because of sickness, death, or emergency involving himself or his immediate family, and so notifies the Company within five days. This does not apply to men who are replacing men in the Military Service. Under emer-

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gency conditions, temporary men may be used until former employees on the re-hiring list have reported for work.

Section 3—Demotions

a. In making demotions because of curtailment of work and not because of an employee's deficiency, position on the Section Seniority list shall control within each section and the employee with the least Section Seniority in each rate classification affected shall be the first demoted from the rate classification to the next lower applicable rate classification, provided the employee who displaces him is qualified for the work and except that the Company may retain a sufficient number of qualified men on necessary operations to permit continued efficient operation. Such demoted employees shall be placed at the top of the Section Seniority list of the rate classification to which demoted for consideration in case a promotional opportunity develops in the rate classification from which demoted.

b. If an employee being demoted because of curtailment of work has previously worked in another section than that in which he is then working, he may be transferred to such rate classification in such other section for which he is qualified by experience and training provided he has greater Refinery Seniority than the employee whose demotion would result therefrom. The new position in the new Section Seniority list shall be at the bottom of the rate classification to which transferred, except that in event of layoffs because of lack of work, in the new section, the transferred employee shall retain his position in the new section according to his Refinery Seniority.

Section 4—Inter-Section Status

a. For the purpose of administration of Articles V and VI, all employees will be assigned to a specific Refinery Section within one year of date of employment in Company's Refinery. Section assignment will be made by Company based on work load, and Company's evaluation of employee's qualifications and preferences. The order of section assignment and promotion to the Helper A classification will be based on seniority and ability. Section assignment as stated here shall not in any way interfere with Company having employee do any type of Refinery work that in Company's judgment he can do safely.

b. Transfers between Sections may be made, with Company approval. In all cases of permanent transfer between sections, the transferred employee will enter the new section with Section Seniority dating from the date of entering the new section, and he will relinquish all seniority in the former section.

c. Temporary inter-section transfers may be made, for short periods of time. Company records will clearly indicate the temporary nature of such transfers. The employee will not acquire Section Seniority in the new section nor lose acquired Section Seniority in his regular section. If any temporary transfer is later made permanent, Company records and the Seniority list will so indicate, and the provisions of paragraph "b" above will apply.

ARTICLE VII
VACATIONS AND HOLIDAYS

1. Employees who have completed one year's service with the Company shall be given two weeks' vacation with pay each

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calendar year. In the fifteenth calendar year and in each calendar year thereafter employees will be given three weeks' vacation with pay. In the twenty-fifth calendar year and in each calendar year thereafter, employees will be given four weeks' vacation with pay. Operating needs are controlling as to when a vacation may be taken.

2. The following holidays shall be observed:

New Year's Day	Labor Day
Washington's Birthday	Armistice Day
	Thanksgiving Day
Memorial Day	Christmas
Fourth of July	

If any of these holidays falls on Sunday, the Monday immediately following shall be observed as the holiday.

3. Regular employees shall receive their regular pay for holidays observed, when such holidays fall on their scheduled work days.

4. Employees who work on such holidays, whether scheduled or unscheduled work days, shall receive two times their regular straight time pay for the work performed.

5. All regular employees shall receive at least seven paid holidays per year, excluding Armistice Day. Those not so paid under the provisions of paragraph 3 and 4 above, shall receive a day's pay at their regular straight time rate for each such holiday, excluding Armistice day.

6. If, during an employee's vacation period, a recognized holiday occurs on what would have been his regular scheduled work day, he will be granted an extra day of paid vacation. The Company reserves the right to grant an extra day's

pay at the straight time rate in lieu of an extra day of paid vacation, in any case where it considers such action desirable from an operating standpoint.

ARTICLE VIII

WORKMAN'S COMMITTEE

The Union shall create a Workman's Committee, composed of four employees, who shall meet with representatives of Management at regular monthly intervals for discussion of individual or mutual problems and to dispose of questions arising under this agreement. Minutes of all such meetings shall be kept and signed by all parties attending. One signed copy shall be furnished for the use of the Union and one for the use of the Company.

ARTICLE IX

SETTLEMENTS OF DISPUTES AND GRIEVANCES

1. Any employee who feels that he has been subjected to unfair or discriminatory treatment with respect to his conditions of employment as set forth in this agreement, shall promptly and personally, within ten days, attempt to adjust the matter with his Foreman or appropriate Supervisor. This shall be done by a full and free discussion of the grievance, and the Foreman or appropriate Supervisor will investigate the circumstances, if not himself sufficiently familiar with the case, and will call upon higher Management if necessary to aid him. If at the conclusion of the discussion with his Supervisor he is not satisfied, the employee shall so state and advise his Supervisor that he is taking the first step in presenting a grievance.

Failing to reach a satisfactory under-

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standing or adjustment, the aggrieved employee within five (5) days thereafter shall present in writing his case personally, or through the representative of the Union, to the Refinery Manager. The Refinery Manager shall, within seven (7) days from the date of the presentation of the grievance in writing to him, give to the employee, if he presented his case personally, or to the representative of the Union if such representative presented said grievance, the written answer of the Company to said grievance, and the representative of the Union shall notify the Refinery Manager in writing within seven (7) days from the date on which the Company's answer is given, whether or not the decision of the Company on the grievance will be accepted, or whether said decision shall be arbitrated. If notice of arbitration is given, then the grievance shall be referred to an arbitration committee consisting of three members, one to be appointed by the Union, one to be appointed by the Company, and the third to be selected by the first two. The Union shall appoint its arbitrator and notify the Company, thereof, within seven (7) days from the date of giving written notice of intent to arbitrate. The Company likewise shall appoint its arbitrator and notify the Union of its choice within seven days from receipt of notice by the Union of its intent to arbitrate. The Company and Union will equally divide the expenses of the third member, should any be incurred.

2. If agreement on the third arbitrator cannot be reached within fourteen (14) days, the Federal Mediation and Conciliation service shall be asked to submit a

list of five names from which the third arbitrator shall be determined by each party striking one name in alternate manner until only one remains.

3. A majority decision of the Arbitration Committee shall be final and binding on all parties. In such cases, the Company and the Union shall furnish to the Arbitration Committee all information in their possession necessary to a full understanding of the subject matter of the grievance.

4. The Arbitrators shall have authority only to interpret and to make decisions based upon the provisions of this agreement; and shall not have authority to alter any of the terms of the agreement.

ARTICLE X

All benefits arranged by the Company for its employees generally shall be available to employees covered by this agreement. The Company shall make information concerning such benefits available to its employees.

ARTICLE XI

BULLETIN BOARDS

The Union shall have the privilege of maintaining for its exclusive use bulletin boards on the premises in places designated by the Company, for the purpose of posting notices or bulletins. It is understood that nothing of a controversial or political nature shall be posted on such boards.

ARTICLE XII

UNION LEAVES OF ABSENCE

If plant conditions permit, leaves of absence of not more than fourteen (14) days duration, (except where distances to be traveled require additional time, in which case not more than thirty (30) days) for

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the purpose of attending Union Conferences or Meetings will be granted during any calendar year to not more than four employees, provided that not more than two employees shall be granted a simultaneous leave.

ARTICLE XIII

RESIGNATION TO ENTER THE EMPLOYMENT OF THE UNION

If any member of the Union shall request a special leave of absence from his employment with the Company for the purpose of accepting employment with the Union, the application of such member for re-employment, if made within one year from date of start of such leave, will be considered and accepted on the following conditions:

1. That his physical condition shall not have changed materially during the period from date of such special leave to date of application for re-employment.

2. The request for a special leave of absence shall be in writing and shall state the purpose for which it is made and that the employee intends to apply for re-employment within one year.

3. Applicant, if re-employed within said period of one year, will re-enter the job classification to which his seniority at date of special leave of absence entitles him.

4. It is understood that all Company benefits, including life insurance, are suspended during the period of such special leave of absence but will become operative again upon re-employment with such service accumulation attained at start of leave.

ARTICLE XIV
MISCELLANEOUS AND GENERAL

Section 1—Discrimination

There shall be no discrimination against any employee with respect to his conditions of employment because of his membership in this Labor Union, or on account of any activity undertaken in good faith in his capacity as a representative of other employees.

Section 2—Conference During Working Hours

Employees, with the approval of the Refinery Manager, may be permitted to confer during working hours with representatives of either Union or Management on matters concerning employer-employee relations without loss of time or pay.

Section 3—Clothing

a. Protective clothing, including welder's gloves, sleeves and jackets, will be provided by the Company where needed for personal safety, or where destructive action over and above that encountered in the course of regular employment makes it necessary.

b. The Company shall furnish the employees with an average of up to four pairs of leather-palm gloves per contract year. Before receiving a new pair of gloves, each employee will be required to turn in his old pair.

Section 4—Distribution of Overtime

a. An effort will be made to equally distribute overtime among employees qualified in the classification in which the overtime occurs. Any employee who is to be absent from his assigned shift will notify the Company as far in advance of such absence as possible. When

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processing operations are temporarily halted for the shift on which the regularly assigned employee fails to report for work, the Company may determine whether or not it is necessary to fill this vacancy.

b. To give effect to paragraph a. above as applied to Refinery operators, the following procedures will be observed:

The operator handling the job on the shift preceding the vacant shift will be asked to work the additional shift. In this case he may work the entire shift; or half of it, if he so desires, and the regular operator on the shift following the vacated shift is willing to work the other half. This provision will not apply:

(1) Where the operators referred to above have worked more than twelve (12) hours in the preceding twenty-four (24) hours, or

(2) Where the Company has more than eight (8) hours' advance notice of the absence, or

(3) Where there is an operator on the vacated shift who is breaking in on any job and who is qualified to relieve any job that will provide relief for the vacancy.

In either (1) or (2) the job will be filled with an employee in the same classification when such qualified employee is available, having the least amount of overtime to his credit.

Section 5—Civic Duties

Any employee required to be absent during his regular working schedule on account of jury duty, or required to attend court, or coroner's inquest, or to serve as a witness, shall be allowed the time off necessary to perform this service. An employee shall receive for the

time he is thus absent the excess, if any, of his regular pay for such period over the fee received.

Section 6—Overtime Meals

When employees are required to work overtime more than two (2) hours beyond their regular scheduled quitting time, meals at the Company's expense shall be considered due upon the completion of the first two (2) hours of such overtime and at intervals of each four (4) hours of continuous overtime thereafter. The cost of meals so provided shall not exceed $1.50 each.

When it is definitely known in advance that an employee will work over six hours overtime, Company may provide him with one meal not to cost over $3 in place of two separate meals at $1.50 each. Company may also, at its option, provide employee with a meal allowance of $1.50 in place of the meal. When the meal is furnished by the Company for Maintenance personnel, a work stoppage of thirty (30) minutes, at Company's expense, will be allowed for eating.

Section 7—Voluntary Payroll Deduction of Union Dues

Employees covered by this agreement may authorize the Company in writing on a suitable form to deduct the regular monthly dues of the Union from their wages, and Company shall remit same to the Secretary of Local Union No. 552 not later than two weeks after the end of the first payroll period in each month, to cover the dues for the following month. Employees may at any time revoke such authorization by giving the Company written notice on a suitable form a copy of which will be sent to the Union.

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Section 8—Strikes and Lockouts

There shall be no cessation of work through strikes or lockouts during the period of this agreement. If either party notifies the other of its intention to open negotiations relating to hours, days of work and/or wage rates as provided in Article IV and no agreement is reached within ninety days after receipt of such notice, the "No Strike and Lockout" clause shall not be applicable thereafter with respect to disputes arising out of negotiations on these subjects only; all other terms and conditions of this agreement shall remain in full force and effect.

Section 9—Smoking Areas

Smoking privileges will be provided for all employees within the Refinery. Smoking areas for different departments will be designated. Smoking is prohibited at all locations not specifically authorized by the Company.

Section 10—Contract Labor

When maintenance work is required, necessitating the use of contract labor, an effort will be made to up-grade, temporarily, qualified maintenance employees prior to securing contract labor in these higher classifications.

Section 11—Reprimands

a. An employee will always be given a copy whenever any record of a reprimand is placed in his personnel file. He is to note on the Company's copy that he received his copy.

b. Whenever an employee is given a final warning that further unsatisfactory conduct will cause dismissal, the Management will give the employee two copies of the written record of this final warning. The additional copy may be provided

the Local Union by the affected employee, if he so desires. He is to note on the Company's copy that he has received his copies of the record.

Section 12—Miscellaneous

a. No employee shall be required to write or affix his signature to any letter or printed matter which the Company may use as a means of accumulating information for demoting or lowering his classification.

b. Any employee who accuses another employee of misconduct or mishandling of his duties shall be required to appear before the Workman's Committee, the Management, and the accused to substantiate his accusation.

c. The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein. Neither shall the employer intimidate or coerce employees into withdrawing from, or refraining from joining, the Union.

ARTICLE XV

If any of the provisions of this contract shall be held invalid by any Governmental authority, such actions shall not invalidate the other provisions hereof.

ARTICLE XVI

Notices herein provided may be given by depositing the same in the United States mail in a sealed envelope, registered

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and postage paid, and addressed by one party to the other as follows:

International Union of Operating
Engineers, Local No. 552
6326 St. Lo Road
El Paso, Texas

Standard Oil Company of Texas
P. O. Box 862
El Paso, Texas
Attention: Refinery Manager

IN WITNESS WHEREOF the parties have caused this instrument to be executed by their duly authorized representatives the day and year first above written.

STANDARD OIL COMPANY OF TEXAS
By M. P. Paret, Jr., Vice President

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION NO. 552

By J. M. Pickle, President

Carl Hofmann, Secretary

EXHIBIT "A

REFINERY CLASSIFIED OPERATING & MECHANICAL WAGE SCHEDULE

Effective March 1, 1955

(Contains revisions made and agreed to March 18, 1955)

OPERATING DIVISION

Classification	Symbol	Hourly Rate	Daily Rate
Head Operator A Catalytic Cracker Thermal Cracker	HOA	$2.6088	$20.87
Head Operator B Gas Recovery-Alkylation Pumping Crude Distillation	HOB	2.5763	20.61
Head Operator C Catalytic Cracker Alkylation Perco Desulfurizer High Pressure Boilers Thermal Cracker	HOC	2.5225	20.18
Operator A Catalytic Cracker Gauging	OA	2.4250	19.40
Operator B Gas Recovery-Alkylation Compressors Thermal Cracker Crude Distillation Treating Plant	OB	2.3600	18.88
Operator C Catalytic Cracker Alkylation Caustic Treating Gas Recovery Gauging	OC	2.2638	18.11
Operator Helper A High Pressure Boilers Thermal Cracker	OHA	2.2425	17.94
Operator Helper B Crude Distillation	OHB	2.1738	17.39

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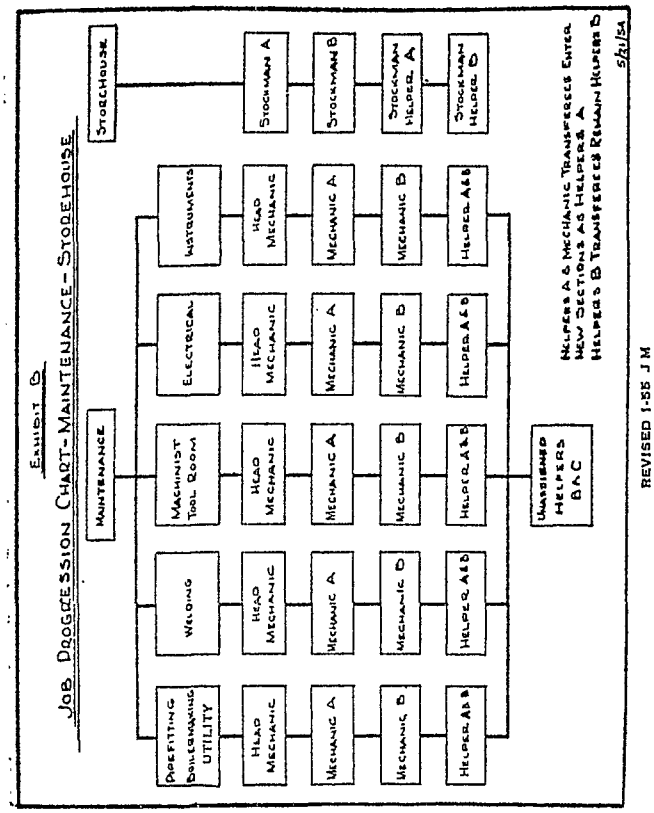
MAINTENANCE DIVISION

Classification	Hourly Rate	Daily Rate
Head Mechanic	$2.6088	$20.87
Mechanic A	2.5225	20.18
Stockman A	2.5225	20.18
Mechanic B	2.2950	18.36
Stockman B	2.2950	18.36
Stockman Helper A	2.1200	16.96
Helper A	2.1200	16.96
Stockman Helper B	1.9600	15.68
Helper B	1.9600	15.68
Helper C	1.7775	14.22
Laborer	1.5463	12.37

FILLING & SHIPPING

Finished Stock Gauger	2.2638	18.11
Carloader Senior	2.2638	18.11
Carloader A	2.0500	16.40
Carloader B	1.9600	15.68
Helper C	1.7775	14.22

Employees who work any time other than day shift will receive, in addition to the above rates, 6c an hour for the afternoon shift, or 12c an hour for the morning shift.



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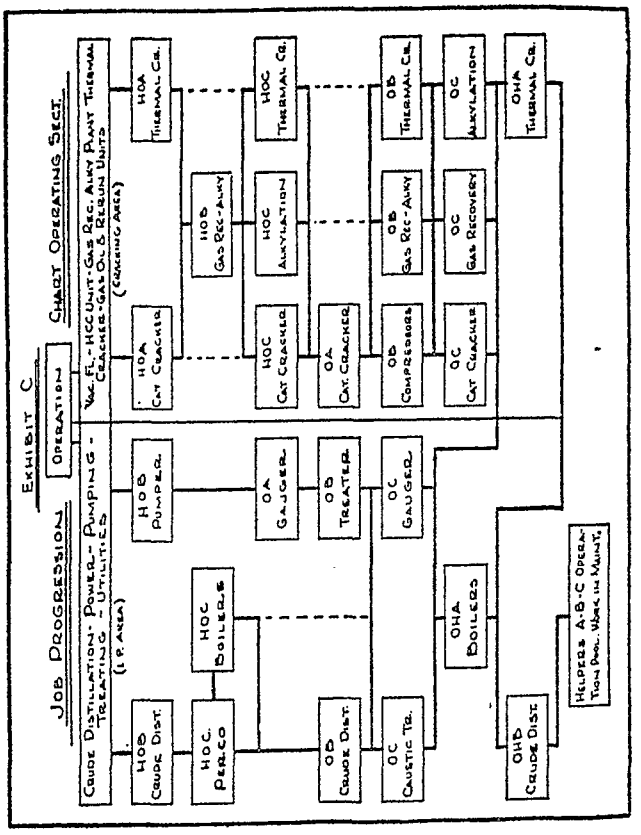

EXHIBIT "C"

PROGRESSION & TRANSFERS WITHIN THE OPERATING SECTION

All men hired for Operations, or men transferring from another section to Operations will receive their first Operating assignment as OHB-Low Pressure Area. This will give all men some basic training under close supervision of older Operators. Men in this classification shall learn fundamentals of gauging, interpreting instrument readings, operation of pumps, turbines and motors, firing furnaces, gas and fire hazards.

Promote from OHB to OHA—Boiler or Thermal Cracker. All men promoted to OHA will be expected to work both OHA jobs satisfactorily.

Promote from OHA to OC. At this point men who receive a permanent OC classification (any assignment except temporary for vacation relief, sickness relief, etc.) in either the L.P. or Cracking group, as determined by the Company, will remain in that group.

LOW PRESSURE AREA

Promote from either OC jb to OB-Treater or OB-Crude Distillation. For promotion to OB-Treater, man must have worked OC-Gauger job satisfactorily. For promotion to Crude Distillation, man must have worked OC-Caustic Treating job satisfactorily. Upon being permanently assigned OB (any assignment except temporary for vacation relief, sickness relief, etc.) the man will remain in that line of progression; i.e., to OA-Gauger, to HOB- Pumper. All men permanently assigned OB-Crude

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Distillation remain in that line of progression; i.e., HOC-Perco or Boilers. All men to go to HOB-Crude Distillation must have satisfactorily performed HOC-Perco Plant job.

CRACKING AREA

OC to OB. To be promoted from OC to OB, man must have worked two OC jobs satisfactorily.

To be promoted from OB to OA or HOC, a man must have worked two OB jobs satisfactorily.

With Company approval, a man may be permitted to move from OB-Alkylation Plant and Gas Recovery to HOC-Alkylation Plant without working the OA job-Cat-Cracker. A man may be permitted to move from OB-Thermal Cracker to HOC-Thermal Cracker without working the OA job-Cat Cracker. These moves may be made only in line with seniority and ability.

All moves to HOC-Cat Cracker require that man must have worked OA-Cat Cracker satisfactorily.

From HOC, promotion will be made according to seniority and ability to HOB-Alkylation Plant and Gas Recovery or to HOA-Cat Cracker or Thermal Cracker.

From HOB-Alkylation Plant and Gas Recovery to HOA-Cat Cracker, if man has worked HOC-Cat Cracker satisfactorily, or to HOA-Thermal Cracker, if man has worked HOC-Thermal Cracker satisfactorily.

In the event that any Operator desires to change from one area to another, he may do so with Company approval.

No such change will be permitted until

the man has reached the level of OB or higher.

At the time the change is made, the man will be placed in the area to which he transfers just under the youngest Operator C in that area. For promotional purposes, his seniority date in the area will be the effective date of his transfer.

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