



LOCAL 381 NEWS

January 17, 2005

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PRAY FOR RUSSELL HUX AND FAMILY AMONG THE OTHERS THAT HAVE EXPERIENCED LOSS IN THE RECENT TORNADO.

I am sure everyone is aware of Russell Hux's situation. It looks like he will be off work for quite sometime. David Welch and the guys at 4-8-11 have already put some cans out for giving. Within the next couple of weeks we will start selling raffle tickets for various prizes to raise money for him and his family. If anyone has any other ideas or is interested in donating items to be raffled please e-mail me at iuce381@sbcglobal.net. As time goes on and we understand more about the needs of the family we may be doing other things. He is in Baptist Medical, Room 335. 3313 Springhill Dr. North Little Rock, AR 72117. 501-202-3000.



Russell and Shari Hux's home after the tornado

PAY FOR REQUIRED QUALIFICATION TESTING.

There have been questions raised as to the entitlement to hourly pay for qualification testing. Anyone who takes a "required" test (written or walk through) will be paid for actual time spent. If you come out on your day off or before or after your shift make sure that you sign the overtime sheet. If you have any trouble or are not sure if your test is required just call a union representative or Chris Clark.

UNDERSTANDING FUNERAL LEAVE FOR IMMEDIATE FAMILY.

If an immediate family member passes away our funeral leave consists of *three (3) consecutive working days*. Read article 17 section 2 in the current contract book for more information. Three **consecutive working days** is not the same thing as three consecutive days. There is still a little confusion over that. Immediate family shall be the following, father, mother, wife, husband, son and daughter. In a time like that the last thing you should have to worry about is rushing back to work too soon.

CONTRACT LABOR



In order to secure our jobs we must continue to produce the quality of work that we are capable of, that we are skilled in what we do. By doing so, Lion Oil should think twice about hiring more contract labor, This has already taken too many of our jobs. Our quality of work should be unquestionable. If they hire more contractors it doesn't need to be because we are not doing our part. We need more union jobs to cover this refinery because of our quality of work. No disrespect to the contractors but we as Local 381 have a more vested interest in this company. It's obvious when you look around and you see who is "getting it done" when things get out of hand, getting the plant back to running smoothly as possible in a safe manner. I think we can all thank God for the lack of injuries during the past year's fires. But how long can these types of situations go on without resulting in injury?

There have been many questions asked lately as to what has changed? Why all the problems? What has changed is the increase in production, the building of new units and proportionately we don't have the manpower to keep up. When emergency arises we are spread thin. We need to continue to voice the need for more union jobs in operations and maintenance! The question is, do we save the money on manpower at the expense of an unsafe working environment? It's their call!



I.U.O.E. Local 381

P. O. Box 10096
El Dorado AR, 71730
Email: iuoe381@sbcglobal.net

UNION WEBSITE

Local 381 will have it's own website sometime this year. A few of the things that I would like to have on it would be the following:

- Copy of the current contract for viewing.
- Current grievance and arbitration news.
- Current newsletters, possibly even archived newsletters.
- Message boards to communicate.
- Frequently asked questions.
- Secured section (log in) for personal news and information.
- Employees on Sick leave and deaths of current and past employees.

Workmen's committee	Officers	
• Robert Warbington	• President	-Robert Warbington
• Woodie Walthall	• Vice President	-Tracy Smith
• Tony Hooks	• Recording Secretary	-Woodie Walthall
• Mike Hill	• Financial Secretary	-Jeff Kratzer
• Ricky Hargett	• Treasurer	-Trey Brown
• Tracy Smith (alt)		