

LOCAL 381 NEWS



Spring/Summer 2006

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Thanks goes to **El Dorado Printing** for printing and folding these newsletters for all local 381 members. El Dorado Printing has met the needs of Local 381 for many years. Support your local community!

NEW FIVE YEAR CONTRACT VOTED IN AFTER MUCH TURMOIL

On July 18th, 2006, the body of Local 381 voted by majority to extend the contract with Lion Oil Company for five more years.

The negotiations for this agreement have been a struggle over a long period of time. The pharmacy plan changes the Union denied over a year ago were on the table, pitted by the skipped bonus. To add fuel to that fire, Lion pre-announced higher charges in the Company medical plan payments.

Hanging in the air of the first several meetings was the complaint Local 381 had filed with the National Labor Relations Board. (*See related story on NLRB.*)

The company asked for big changes in the Maintenance call-out system and wanted the Union to sign-off on pay-effecting employee performance reviews.

The Union had one major goal: restore wages to a fair level, considering inflation and industry averages.

During the meetings, the Union presented a complaint that fire extinguisher inspections were being added to operators' tasks. (*See related story.*)

Both sides presented their cases over about a dozen meetings and the results are highlighted as follows:

Wage increases: 3.5%, 3.25%, 3.0%, 3.0% 2.5%

Bonuses: 2% for signing and 2% extra for employees of more than 1 year. There is also an understanding that when another bonus/dividend goes out to all Lion Oil employees Local 381 will be included.

Medical premiums and pharmacy plan for bargaining unit employees the same as for salaried employees.

Maintenance employees on weekend/holiday call to receive \$1 / hour.

Work-week beginning shifted to Sunday 6:00 AM, allowing shift swaps on Saturdays.

www.iuoe381.org will soon have the full contract online.

Thanks to all the members participated in the preparations, proposals and research.

Thanks to the bargaining committee who lost their off-time.

Thanks to all the members who voted.

HELP NEEDED

Anyone interested in contributing information, articles or personal stories for the newsletter please send an e-mail to iuoe381@gmail.com



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QUALITY TRAINING MOVES LION OIL TO ISO 9000 COMPLIANCE

ISO 9000 is primarily about quality management. These international standards delineate industry best practices to fulfill the customer's quality requirements, and applicable regulatory requirements, while aiming to enhance customer satisfaction, and achieve continual improvement of its performance in pursuit of these objectives. (from www.iso.org)

Lion will form and shape its procedures and practices to fit the patterns of these best practices as defined by Ergon's interpretation of these standards. So, expect changes along these lines.

COMMITTEE TRAINING

Robert Warbington, Woodie Walthall, Jeff Kratzer, Trey Brown and Tony Hooks attended a UALR sponsored training course in preparation for the 2006 contract negotiations.



Workmen's committee

- Robert Warbington
- Woodie Walthall
- Tony Hooks
- Trey Brown
- Tracy Smith

Officers

- President -Robert Warbington
- Vice President -Tracy Smith
- Recording Secretary -Woodie Walthall
- Financial Secretary -Jeff Kratzer
- Treasurer -Trey Brown

RANDY TAYLOR TO BE MISSED BY ALL

Those who never knew Randy missed out on a blessing in life. Those who did, knew that you could always count on his smiling face. He had a way about him, he could enter a room for just a moment, say a few words, walk away and everyone seemed to be in a better mood when he left. He always had something to say that lightened the mood.



Randy was a God fearing Christian man who loved his life and his family very much. The character qualities he possessed are rare in today's world. When I think about Randy being gone, I can't help but be sad about the void that his wife and kids and all of his family must feel.

Psalm 116:15 says "Precious in the sight of the Lord is the death of His saints." What was sadness to us was precious to the Lord. The Lord received Randy home.

Randy Taylor has been with Lion Oil since 1992 and has worked at the WWTP and the Control Lab. After his motorcycle accident, he is survived by his wife Karen and children little Randy and Jeremy.

A CHRISTIAN PERSPECTIVE

From...
Working in the Image and the Presence

By Dave Williamson

Work for God
Work Like God
Work with God

As ordinary Christians in the ordinary experiences of our everyday lives, as Christians living out the high calling of our daily work, we work for God (skilled stewards), like God (sacrificial servants), and with God (faithful friends). In the process, our work reflects the image of God. Our work is indeed a high calling.

"Whatever your task, put yourselves into it, as work done for the Lord do everything in the name of the Lord Jesus, giving thanks to God the Father."
(Col. 3:23 and 17)

In what ways is my work today God's work?

If I were to do my work today like God's work, what specifically would I do?

If I knew God was with me, what difference would that make in my work? In my attitude?

*www.iuoe381.org
Email: iuoe381@gmail.com*

FIRE EXTINGUISHER INSPECTIONS ADDED TO OPERATOR TASKS

The Safety Department has long kept up the monthly inspections of plant fire extinguishers, while the yearly inspections are handled by contractors. But operations personnel have been surprised by a procedure sign-off sheet to take responsibility for the monthly inspections.

The Union considers this a bad decision for the workload of our members. And the local considers this an unnecessary safety risk. The Safety Department is better equipped and trained in these matters.

The Union will be fighting this change and should have further information to share after the next Workmen's Committee Meeting. If you have any insight or data to share on this topic, please forward it to iuoe381@gmail.com.

NLRB COMPLAINT

In February of this year an IUOE 381 bargaining unit employee was called-out within four hours prior to his regular shift start. Lion Oil Company paid him for only the hours worked, instead of the full four-hour call-out he was due as specified in the contract.

IUOE 381 filed a grievance with the company, noting the contract and past practice. The company denied the grievance.

IUOE 381 followed-up by filing an unfair labor practice charge against Lion Oil Company with the National Labor Relations Board, as well as submitting the grievance to arbitration.

Through a series of meetings and an exchange of letters Lion Oil Company has agreed with local 381 that anyone called out to work outside of his regular working hours will be compensated for the full four hours, even if it is within the four hours prior to your shift starting.

Local 381 is currently awaiting the language on the settlement agreement. From this point forward if you find yourself in that situation, make sure you are being compensated correctly.



**I.U.O.E. (AFL-CIO)
Local 381**

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Local

381

Newsletter

**"Thou who hast given so
much to me, give me one
more thing—a grateful heart!"**

[George Herbert 1593- 1633]

This is a quarterly
newsletter brought to you
by International Union Of
Operating Engineers
(AFL-CIO) local 381 and
El Dorado Printing.