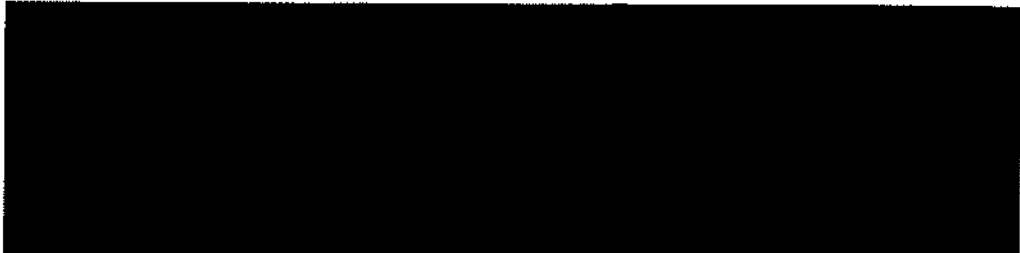


2007



**National Oil Bargaining Program**

# **Section 3**

## **National Oil Bargaining Program Language**



# National Oil Bargaining Program Language

## ARTICLE XVIII—NATIONAL OIL BARGAINING POLICY

**Section 1.** An Oil, Chemical & Atomic Industry National Bargaining Policy Committee of the International shall consist of the International President, the Administrative Vice President, and/or Vice President-at-Large whose assignment covers the responsibility for the industry, and one Rank-and-File Policy Committee Member from each affected region. The Rank-and-File Policy Committee Member shall be selected by the Regional Council in such manner as the Regional Council may determine and shall serve for a period of one (1) year, or until any pending program has been completed.

The Administrative Vice President shall be Chair of the National Bargaining Policy Committee. The Chair shall be entitled to vote on all questions before the Committee. Site of the meetings shall be determined by the International President.

**Section 2.** Where there is sufficient common interest in formulating industry bargaining policy, or upon the request of fifty percent (50%) of the National Bargaining Policy Committee, the International President or his or her designee shall convene the National Bargaining Policy Committee.

**Section 3.** The National Bargaining Policy Committee will review proposals of Local Unions, Regional Councils, company-wide or company-division councils, and any recommendations from the Administration, and if they deem it appropriate, develop and adopt a written program for submission to the National Bargaining Conference for ratification as set forth in Sections 5, 6 and 7.

**Section 4.** A National Bargaining Conference shall be held at the call of the International President, or his or her designee, at such time as is deemed appropriate for the successful implementation of a National Bargaining Program. Each Local Union having designated bargaining units affected by a National Bargaining Program shall be entitled to representation at such Conference and shall receive notice thereof not less than sixty (60) days prior to the opening of the Conference.

Each Local Union having designated bargaining units shall be entitled to delegates at the Conference based upon the number of designated bargaining units and their respective size. Representation shall be accorded as follows:

One (1) delegate for each designated bargaining unit in the Local Union, regardless of the size of the bargaining unit.

Two (2) additional delegates for the first 500 members, or major fraction thereof, of any designated bargaining unit within the Local Union.

One (1) additional delegate for each additional 250 members, or major fraction thereof, of any designated bargaining unit within the Local Union.

The President and Secretary/Treasurer of each Local Union having a designated bargaining unit may be designated as delegates, if the Local Union deems this appropriate; otherwise, delegates must be selected in accordance with the provisions of the Local Union's Constitution and By-Laws from among the membership of the designated bargaining unit. Expenses for the delegates to attend a National Bargaining Conference shall be borne by the Local Union which they represent.

**Section 5.** Delegates shall be accorded per capita voting strength based upon the paid and exonerated membership of their respective designated bargaining units for the third month preceding the Conference, as reflected in the records maintained by the International Secretary/Treasurer.

**Section 6.** If the National Bargaining Conference is requested by the National Bargaining Policy Committee to consider and adopt a National Bargaining Program, the Committee's recommendation shall be presented to the Conference delegates in session for a vote by the delegates in attendance at the Conference. A National Bargaining Program shall be deemed adopted upon ratification by seventy-five percent (75%) of the represented per capita votes voting in the Conference session, and such ratification shall authorize implementation of a National Bargaining Program pursuant to Section 8 and Section 9 of this Article.

**Section 7.** Upon adoption, the Administrative Vice President shall initiate bargaining on the Program. Once adopted, the Program shall be mandatory and shall be the only Bargaining Program on the subject matters covered for all groups whose actions could affect the Program. Unless specific exemption is granted by either the Administrative Vice President or the National Bargaining Policy Committee, supplements or agreements which violate this Section shall become null and void upon pronouncement by the Administrative Vice President or the National Bargaining Policy Committee.

**Section 8.** Upon adoption by the Conference, the National Bargaining Policy shall be submitted to Local Unions for ratification. Local Unions shall, within forty-five (45) days, submit the adopted Bargaining Policy to the Local Union's Membership at a regular or special meeting called for the purpose of ratifying the National Bargaining Policy adopted by the National Bargaining Conference. Ratification thereof shall constitute compliance with Section 1 of Article XIII. A National Bargaining Policy shall be deemed ratified upon a favorable vote of seventy-five percent (75%) of the voting designated units.

**Section 9.** In the prosecution of the ratified Program, the Administrative Vice President, in consultation with the President and in accordance with the International Constitution, shall be authorized to take the following action:

- ( a ) Open and/or terminate the contract.
- ( b ) Determine which group or groups shall be called out on strike, and call the group out on strike when he or she feels it necessary to effectuate the Program.
- ( c ) Coordinate, administer and direct all activities necessary to effectuate the Program.

**Section 10.** No Local Union involved in a National Bargaining Program shall enter into an Agreement with an employer within the affected industry on Local Union contract issues where the same or similar issues are being negotiated within the industry generally, or with the same employer at another location, without the specific approval of the Administrative Vice President.

In carrying out the duties of coordinating and directing bargaining under a National Bargaining Program, the Administrative Vice President is specifically authorized and fully empowered to pronounce as null and void any agreement on Local Union issues reached in violation of this Section.

**Section 11.** The terms of an initial settlement under a National Bargaining Program shall be approved only by the National Bargaining Policy Committee, either in session or by a telephone conference call. The terms of such settlement shall thereafter govern all other bargaining groups whose actions could affect the Program, and the Administrative Vice President shall thereafter be charged with the responsibility of applying the general terms of such settlement, as applicable to all such groups.

**Section 12.** The National Bargaining Policy Committee or the Administrative Vice President shall be fully empowered to act for, and on behalf of, any Local Union or the International Union in bargaining with the affected industry on matters of national concern with respect to wages, hours, or other conditions of employment for the purpose of making or amending contracts; provided, however, that any resulting action shall be subject to the provisions of Sections 1 and 2 of Article XVI.