

# TEAMSTERS LOCAL 877

New Jersey Oil, Chemical and Terminal Workers

Affiliated with  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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## BAYWAY UPDATE

- ConocoPhillips (the Wal-Mart of the Majors) Short Term Disability Plan- sticking it to our Members and the taxpayers of New Jersey. We are working with State Representatives trying to get a law passed that would prevent an employer from exploiting targeted States. We have filed an unfair Labor Practice Charge against ConocoPhillips for unlawfully failing to bargain and withholding information from Local 877.
- Wage and Hour charges update – The Feds are apparently ready to take a position on shift relief time. A significant back pay award may be forthcoming.
- Bidding update – IBT 877 and the company are in the midst of hammering out an agreement which will allow the process to mechanical bidders a fair chance of success, upholding the intent of our collective bargaining agreement
- Bayway Human Resources suspends processing of Tuition Reimbursements.
- International Brotherhood of Teamsters National Convention - Local 877 Delegate Election – Two slates running, an election to follow.
- ConocoPhillips – Are they at it again? Requests for Advance Qualification of Retirement Plans and Savings Plans – We don't know what they are up to, but we will find out.
- Post reductions – The unmanning of the refinery continues, this time by 2.9 more posts. Area 1 A.O. post (619) will go from 2 members EOWEO days, 7 day coverage to 5 days per week coverage by one member. East Side Main Loading Rack will no longer be manned. East Side A.O. post will be eliminated, ES and FGBW Operator will share an A.O. PPBW will leave a Pelleting post unmanned, but we are hearing this may have changed but management refuses to discuss this with the Union leadership. Waterfront A.O. (B Pier) will no longer be manned.

We called 2 special meetings with East Side / Fuel Gas members and PPBW Load Out and Pelleting members. Both meetings were well attended and members engaged in energetic discussion on how to best respond to these ill-advised reductions. We compiled 2 separate information requests that address management's inability to fully answer key safety and working condition questions, and will meet again once we get some answers. We are willing to fight to keep Bayway a safe workplace.

**These issues and more will be discussed at our next Union meeting.  
Please join us on March 16, 4:30 at the Knights of Columbus hall.**

**In Solidarity,  
Your Executive Board**