



FIRED UP

The Voice of
Tesoro Nationwide Council

Issue #1

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From Your Council President

Dear Union Sisters and Brothers,

My name is Javier Montoya. I am President of Local 10 in Mandan, ND, as well as your USW Tesoro Nationwide Council President.

The council was started in 2004 when there were only four Tesoro union facilities. I was elected president of the council when our International Union (PACE) gave us the okay to form the council. Later on, Hawaii and the LA refineries were bought by Tesoro and joined this council. Presently, the council represents the six USW-represented Tesoro refineries. Since the foundation of the council, all the represented locations have worked together as one during the good times we had with Tesoro and the hard times we are having with them now. On our last rounds of negotiations, Vice President Gary Beevers praised the council by stating that we are one of the toughest councils he has ever seen. We plan to continue being tough by working hard during the National Oil Bargaining Program (NOBP) to come up with a good proposal for the NOBP policy committee that will be in the best interests of you, our members.

I would like to thank all of you for the support and trust you have given your local leadership. Without your support our job would be much harder, especially now in these hard times we are having with corporate. As we approach the ending of this contract, we are going to have a hard fight on our hands. Even harder than the one we had three years ago. That is why it is important for us to stick together and prepare for a fight. At our last council meeting, we came up with some action items that we will be doing in preparation for the bargaining of the next contract. The council will continue to work hard to protect the best interests of our members on all corporate related issues, because you know as well as I do that corporate and our own refinery management will try to take as much as they can from us and not feel one bit of remorse in doing so. They have already proven that in the last round of negotiations. You will be informed of these action items through your local Union meetings and Communication & Action teams (CAT).

Once again, I would like to thank you for the support you have given to your local leadership and all the Tesoro Nationwide Council members. They are your represented voices at the council meetings and the NOBP conferences.

In Solidarity,
Javier Montoya
USW Tesoro Nationwide Council President

THE IMPORTANCE OF PREPARING FOR 2015 BARGAINING

As we approach the coming contract talks it is important for all of us to begin preparing. The Council wants to encourage all of our members across every site to prepare for what could possibly be a tough contract negotiation. It is important that we all take a moment and assess how much we can afford to save

in the coming months. If you haven't already started putting money aside, it isn't too late to start. We can all do little things every payday to build our reserves. This can include buying a few extra non-perishable items to stockpile every time you go shopping, or using direct deposit into a savings account. Taking the time to sit down and discuss with your families what bills you can trim, and big ticket items that you could put off buying till next year is important as well.

You might be asking yourself why is it so important to prepare for the upcoming contract talks? The better prepared we are the stronger we are against the company trying to make unfair take aways. The Council and each site's bargaining committees are that much more stronger if we know our members are ready for what might come. It shows the company that we won't take whatever meager offer they put before us, but are willing and able to stand up for the best contract we can get. The power of a prepared

and unified membership is the strongest bargaining tool we have, and we need everyone's help in getting there. It takes each and every one of us to stand up and fight back for a fair contract. So please stand with your Tesoro Nationwide Council, and prepare for what might be the toughest bargaining we have ever seen.

By Ryan Anderson

Ryan is the Unit Chair for the Anacortes refinery and the Secretary-Treasurer for your Tesoro Nationwide Counsel. He is relatively new but is making his mark with his no nonsense approach to contract situations and fair assessment of union issues. He has been given a grant to the USW International leadership training program and is a valued asset to us all.

YOU ARE THE UNION

As union members, it is our time to pick up where those retiring have left off. We are able to provide for our families because of their past work in negotiating wages and benefits. We stand on their shoulders and enjoy a good living at a time where that very thing is hard to come by.

We cannot continue to miss union meetings for this is our future, and our family's future at stake, not anyone else's. We must see with quick clarity the needs of our union before the next contract talks. There are many opportunities and much hope if we stand together as brothers and sisters. Talk to your fellow workers around you, talk to your stewards and officers, and please attend the union meetings. These meetings answer your questions and allow you to have a voice in your future. Without attending, your future is in someone else's hands. If you are not sure where the union hall is or are not comfortable attending by yourself please ask a union steward, Plant Health and Safety committee member, or a Workman's committee member. I am sure anyone of them would be happy to introduce you to the union hall.

The meetings allow you to realize your place within the union. Don't tell me you cannot attend. You make it to work for your family, make it to the union hall for the same reason. Protect your job security, your medical benefits, your retirement, your lifestyle!

I urge you to take pride in our union, for you are the **UNION!**

By Glenn Smith, Steward for the Anacortes Refinery

