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CHEVRON PENGASSAN DIGEST

A quarterly publication by the Chevron Branch of thePetroleum and Natural Gas Senior Staff Association of Nigeria

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Editorial

A baker in a little country town bought the butter he used from a nearby farmer. One day he suspected that the bricks of butter were not full pounds, and for several days he weighed them. He was right. They were short weight, and he had the farmer arrested. At the trial the judge said to the farmer, "I presume you have scales?" "No, your honor." "Then how do you manage to weigh the butter you sell?" inquired the judge. The farmer replied, "That's easily explained, your honor. I have balances and for a weight I use a one-pound loaf I buy from the baker." As an Association, we are like the farmer; all we have to offer are our 'brains and muscles' in return for wages to take care of ourselves and our families. Management represents the baker, who makes use of our 'brains and muscles' and gives us loaves in return. We are always disposed to give the best of our brains and muscles, but we also deserve that our dignity as human persons be upheld, pound-to-pound. Even machinery which have been run for 365 days and have delivered products, which are measurable and visible cannot be said to have zero percent efficiency. We will uphold our undeniable dignity as human persons and refuse to accept the tag of 'idle machinery' from quarters which should know better.

In this first edition of the journal in 2020, we bring you an update on the proceedings at the Triennial Branch Delegates Conference held last February. We also have some interesting articles on performance management and health matters as well as pictures and cartoons that will feed your eyes and mind. The Branch Chairman also has a few words to say, as usual, and in the 'Know your Executives' segment, we feature our beloved Deputy President, Comrade Frank Esanubi.

As we prepare for the Zonal and National PENGASSAN elections, we appeal that you support those in the forefront of the struggle. You will see more details about how you can help in this edition of the journal. Lastly, this publication belongs to all of us. You can send in your contributions, through any member of the editorial board, in the form of articles, cartoons or other publish-worthy material that support our mission: To promote Chevron PENGASSAN as a strong and formidable pressure group devoted to the welfare of her members and the progress of Chevron Nigeria.



Enjoy…

Editor-in-Chief

Branch Chairman's Corner

Comrades,

Solidarity greetings to all members and Comrades in the struggle. It has indeed been a wonderful period for everyone, considering the events of the recent past. We are grateful to the Almighty God for His grace and favour on us all. The new Branch Executive Council, which was elected in February 2020, will continue to uphold the values of our great Association and will do all to ensure all members are carried along in the activities of the Association, we ask for your prayers, encouragement and strong support forthe task ahead.

This year promises to be a very eventful year, considering the changes that our company is going through, with all the economic pressures from within and outside the company. While as an Association we support cost reduction initiatives, we do not believe that exploiting employee benefits is the most effective way to achieve this; neither is it the only way. There are many company processes that can be optimized to achieve this objective and we will continue to urge our members to make suggestions and maximize opportunities in their areas of influence to support the organizational objectives. This is also the period in which we elect leaders at Zonal and National levels in PENGASSAN and we will do our best to represent the Branch and ensure our voice is heard across the various levels of the Association. Once again on behalf of the BEC I wish to say thank you for you continued and unalloyed support of the leadership team. Stay safe and healthy. Solidarity! Forever!

Till we see again next quarter.



Branch Affairs

Use Power And Influence Bearing Human Dignity In Mind- Emmanuel Imafidon

Abuja, FCT: At the 5th Triennial Delegates Conference of Chevron Branch of PENGASSAN, Emmanuel Imafidon, immediate past CNL Business Services Director fascinated delegates when he admonished both Chevron management and Union Leaders to use their power and influence bearing in mind, the dignity of the human person. He reminded everyone that after leaving employment as either management or union leaders everyone will still be human. Explaining further, Imafidon opined that relationships matter, therefore, all should exercise powers and influence with care and responsibility, focusing on humanity. This statement elicited thunderous ovation from delegates with encomiums poured on the retired CNL 'Humanity advocate'.

The Delegates' Conference which held at the Reiz Continental Hotel, Abuja was well attended by prominent dignitaries; including the Honorable Minister of State, Labour and Employment, Chief Festus Keyamo, represented by Elizabeth Tobi; NNPC GMD, represented by Alhaji Aminu Zara and a host of other dignitaries. In his speech, the representative of NNPC GMD eulogized the Union Executives for their dexterity and intelligent approach to negotiations by representing facts with concrete data and empirical evidence. He particularly praised Comrade Frank Esanubi for his impressive articulation of the Union's position during the December 2019 imbroglio. He stated that what he witnessed was a far departure from the impression he had been given in some quarters about Comrade Frank.

The President of PENGASSAN, Comrade Ndukaku Ohaeri, in his remarks, posited that Chevron Branch is a unique and foremost Branch of the Association because her Union Executives are very intelligent, articulate and frank with feedback to the National body. He stated that the Branch is an asset to the Association because of her unique disposition to handling Industrial Relations matters. He however, admonished that the Branch should explore ways to improve her relationship with management because that is what the times require.The MD of Chevron Nigeria Limited, represented by the Company's Industrial Relations' Manager, Ken Narebor, in his speech opined that; as with all relationships, there will always be disagreements, the most important thing is to resolve it amicably.



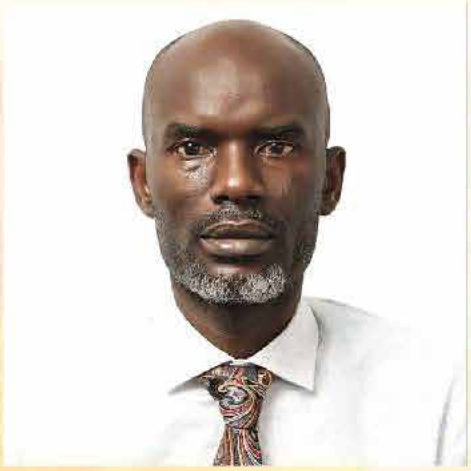
Mr Emmanuel Imafidon speaking at the event

"We are devising new ways to improve relationships", the MD said. He encouraged the Association to prosecute the election peacefully, for the best interest of members.

The HR Director through her representative also gave a speech supporting the position of the MD. She said " we will change the way we will be working in the future because times have changed".

Comrade Ete Oyegbanren, in his speech welcomed dignitaries and all delegates to the conference held at the serene city of Abuja. He chronicled some of the key IR issues that have been resolved and others still pending. He called for more collaboration and urged management to fix the lingering issues as soon as possible.

To be continued on Page 11



Edwin Koloh

Industry Outlook

All You Need to Know About Performance Management Without Ratings

A lot of changes are occurring in performance management. The notion that the best way to provide employees feedback is by ranking their performance on a scale of 1 to 5 is outdated. After all, what does it really mean to tell someone that he or she rates a "4" for teamwork, but a "2" for time management? Here are five ways to succeed without ratings:

1.Clearly define expectations.

No performance management system can work unless everyone knows the expectations. Both managers and employees need to have a clear idea of what exceptional performance looks like for the employee's position. This requires having an in-depth discussion with individuals about their responsibilities and how to achieve specific goals. The message here, then, is, begin an ongoing conversation with employees about expectations. Provide concrete examples of what acceptable, exceptional and poor performance looks like. Also, encourage employees to ask any question they may have so everyone gets on the same page about performance criteria.

2. Include ongoing, in-the-moment feedback.

One of the biggest issues with traditional performance ratings is that they reduce employees' performances to a number and delay any kind of recognition they receive for a job well done. Employees have to wait for months to be rewarded. Even worse, they just receive a piece of paper that says they've received a 5 out of 5 rating. Providing more frequent feedback allows managers to acknowledge employees better – and that matters to workers. It can be difficult for managers to go from a formal feedback system to one that is more in the moment. Help them make the transition by encouraging them to start small. Simple comments like saying "good job" or "thank you" are good first steps to get managers in the habit of providing ongoing feedback. Starting there also gives employees the recognition and guidance they deserve on a more regular basis.

3. Bring peers into the conversation.

Co-workers have a lot of influence over one another because employees work so closely together and are better attuned to one other's needs than managers. And that makes their feedback very valuable. They see what those around them are doing, and from a different perspective. By incorporating their feedback, managers will have a fuller picture of what's going on with their team. It will allow them to give everyone better guidance and support. Not to mention that receiving meaningful praise from co-workers is another source of recognition to boost engagement. Hearing that management and their peers appreciate their hard work will show employees the impact they really have on the company.

4. Focus on the future.

Most think the point of a performance review is to look at what an employee did (note the past tense), and correct any old mistakes. But that's a backwards way to approach management. There is no way to undo what has been done in the past, so it makes more sense to focus performance management on the future and on further developing employees. In order to keep employees happy, managers and leaders need to help them along their career paths so talent can take the next steps in their professional growth. One way to do that is to offer more training that is interactive.

5. Follow-up

Having a conversation about employees' performance isn't enough. What's said and discussed during a performance review needs to then be converted into goals that both managers and employees can monitor. This keeps everyone on track and helps employees stay engaged with their work. Work with individual team members to determine the most logical next steps. Create realistic goals that can be achieved through incremental steps. Also, discuss how progress and success will be measured in the coming months. When managers neglect to check back in with their employees, they are unaware of obstacles that have popped up or when employees lose focus. Simply by asking employees how things are going, formally or informally, allows everyone to know things are moving smoothly. If they're not, problems can be addressed in a timely manner.

Culled from The Entrepreneur Article by Heather R. Huhman

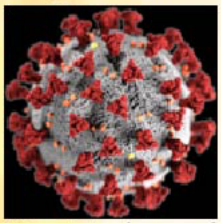
Health Corner

COVID-19 Overview

Corona viruses (CoV) are a large family of viruses that are common in many species of animals. Human coronaviruses commonly cause mild to moderate illness in people but can lead to severe illness or death in some cases. Coronaviruses are zoonotic, meaning they are normally transmitted between animals and humans.

COVID-19, previously known as 2019-nCoV, is a new strain of coronaviruses that has not been previously identified in humans. It was first reported to the World Health Organization, in December 2019 in Wuhan city, Hubei province, China. It is identified as the cause of an outbreak of respiratory illness. As at date, 183 countries and territories around the world and one international conveyance is affected by COVID-19 pandemic.

Everyone is at risk of COVID-19. Early indicators suggest older adults and people with underlying health conditions may be at increased risk for more severe complications from this virus. The initial transmission appeared to be from an animal source, but several countries have reported human-to-human transmission through respiratory (saliva or mucus) droplets produced when an infected person coughs or sneezes. Also, by touching a surface or object that has the virus on it and then touching one's mouth, nose or eyes



Current symptoms reported for patients with COVID-19 have included mild to severe respiratory illness with fever, cough, and difficulty breathing. Symptoms may appear between 2 - 14 days after exposure. There is no cure or FDA approved vaccine for COVID-19 yet. Treatment is supportive.

How can I protect myself?

Regularly and thoroughly clean your hands with an alcohol-based hand rub or wash them with soap and water. Washing your hands with soap and water or using alcohol-based hand rub kills viruses that may be on your hands.

Maintain at least 1meter (3 feet) distance between yourself and anyone who is coughing or sneezing. When someone coughs or sneezes, they spray small-liquid droplets from their nose or mouth which may contain virus. If you are too close, you can breathe in the droplets, including the COVID-19 virus if the person coughing has the disease.

Avoid touching eyes, nose and mouth. Hands touch many surfaces and can pick up viruses. Once contaminated, hands can transfer the virus to your eyes, nose or mouth. From there, the virus can enter your body and can make you sick.

Make sure you, and the people around you, follow good respiratory hygiene. This means covering your mouth and nose with your bent elbow or tissue when you cough or sneeze. Then dispose of the used tissue immediately because droplets spread virus. By following good respiratory hygiene, you protect the people around you from viruses such as cold, flu and COVID-19.

Stay home if you feel unwell. If you have a fever, cough and difficulty breathing, seek medical attention and call in advance. Calling in advance will allow the health care provider to quickly direct you to the right health facility. This will also protect you and help prevent spread of viruses and other infections.

Maintain social distancing always

Stay informed on the latest developments about COVID-19. Follow advice given by CNL medical division on how to protect yourself and others from COVID-19.

Additional Information

It is not recommended that people who are well wear a facemask to protect themselves from respiratory illnesses including COVID-19. Facemasks should only be worn if recommended by a healthcare professional. A facemask should be used by people who have COVID-19 and are showing symptoms. This is to protect others from the risk of getting infected. The use of facemasks also is crucial for health Workers and other people who are taking care of someone infected with COVID-19 in close settings (at home or in a health care facility).

Avoid at risk behaviors which can lower your immunity and further put you at risk such as smoking, taking traditional herbal remedies, wearing multiple facemasks, self-medication such as antibiotics. These measures ARE NOT effective against COVID-2019 and can be harmful.

Though the country has recorded some international and few community transmissions of COVID-19, current situation does not warrant a total shutdown of daily activities. However, schools, religious centers and some government public places have either been closed or are running skeletal services. Major programs and events which could necessitate pulling large crowd together have also been cancelled. If there is sustained community transmission in Nigeria, various additional measures may be instituted.

Inquiries: call MedicalHotline: Ext. 69000



Omiwade Modupe
HR Medical

Knowledge Planet

Solidarity Forever

When the union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun;
Yet what force on earth is weaker than the feeble strength of one,
But the union makes us strong.

Chorus:
Solidarity forever,
Solidarity forever,
Solidarity forever,
For the union makes us strong.

It is we who plowed the prairies; built the cities where they trade;
Dug the mines and built the workshops, endless miles of railroad laid;
Now we stand outcast and starving midst the wonders we have made;
But the union makes us strong.

Chorus

They have taken untold millions that they never toiled to earn,
But without our brain and muscle not a single wheel can turn.
We can break their haughty power, gain our freedom when we learn
That the union makes us strong.

Chorus

In our hands is placed a power greater than their hoarded gold,
Greater than the might of armies, multiplied a thousand-fold.
We can bring to birth a new world from the ashes of the old
For the union makes us strong.

Chorus
Written by Ralph Chaplin (1915)



Picture credits- Anita Wilcox

Why the Union?

There's never been a more important time to have a union. As 26 billionaires own as many assets as the poorest 50 per cent of the world's population, ordinary people are finding it harder to make ends meet. Trade unions fight for working people, so they get a fairer share of profits, that in turn leads to a healthy economy and stable society. So, what do they offer?

1. Better wages and benefits

It's proven that workers who are trade union members earn more than non-unionized workers. Trade unions use their collective muscle to bargain for better salaries, pensions, holidays, health insurance, sick pay, overtime and more. Trade unions hammer out negotiations with management to get the best possible deal for employees, so you don't have to.

2. Personal protection

Unions have got your back. Not only can they tell you your rights, they will defend your rights. If your employer treats you unfairly, you can rely on support and expert representation from your union. A trade union rep is a trusted person to turn to when you're unhappy at work or management is behaving badly. And, as the workplace is transformed by automation and robotics, trade unions are demanding training, lifelong learning and social protection for workers to transition to the new world of work.

3. Equality

Trade unions champion equal rights and equal pay. They fight discrimination against race, gender and disability. They foster respect and dignity in the workplace. Trade unions promote maternity rights, flexible working and paternity pay, so that caring responsibilities are shared. Today, some of the world's biggest trade unions are led by women and unions are actively encouraging women and young people to take on leadership roles in union structures. As a trade union rep, you can make your workplace better.

To be continued on Page 10



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Know Your Executives

Good morning to you our Deputy President, Comrade Frank Esanubi and thanks for creating time out of your busy schedule to provide us more insight into your personality.
Thank you very much, it is my pleasure granting this interview.

Q1. Comrade Frank, your members want to know more about you.

I work as a Decision analyst in Chevron. Before moving to this role, I worked in the Finance department as a Finance Analyst. Prior to joining Chevron, I had also worked in another multinational oil company; first as an accountant and later, as a cost controller. I have been an active member of PENGASSAN right from my previous employment though I didn't hold any elective office there until I moved to Chevron. I served as Branch Treasurer from 2011 to 2014, and later as Branch Chairman from 2014 to 2017. Currently, I am the Deputy President and this is largely due to the enormous support received from members within Chevron and the goodwill enjoyed from other branches of PENGASSAN.

Q2. How long have you been in the forefront of Unionism?

I joined the Oil and Gas industry in 2005 and since then, I would say I have been very active in union activities. Interestingly as a new staff member, a few of my colleagues who joined the industry at the same time with me believed that, with the pay level in the company, there was no need for a union. Funny enough, one person, I know, that vocalized that belief not long after ended up as a Chapter Chairman in PENGASSAN. Today I am the Deputy President also. What is important and crucial is the critical role played by the union in protecting our jobs and enhancing our benefits. I have seen the highs and lows of unionism with a lot of personal experiences but overall, I will say it has been a fulfilling experience.

Q3. What is your motivation for accepting to serve as Deputy President of PENGASSAN and why are you aspiring to serve as President?

As Branch Chairman, one is more concerned with protecting the jobs of members within the company and exploring opportunities to improve their emoluments. Your major customer at that level is Management and engagements are through CBA negotiation and Joint Consultative Council (JCC) meetings. It is a different ball game at the national level. As a National officer, you must still protect the jobs of your members and enhance their emoluments. But beyond that, you also need to protect the national interest as a Nigerian. You have to advocate on behalf of individual companies and other players in the industry as well as play the role of social critic on behalf of the Nigerian people. If you recall, PENGASSAN and NUPENG during the time of Milton Dabibi and Frank Kokori played an active role in the struggle for realization of the June 12 mandate. I am inspired by the heroics of those who have blazed this route before me, and I believe that when given the mandate of leading the Association as the President, some of the expectations, desires and aspirations of majority of our members and Nigerians, in general, will be fulfilled.

Q4. What are your hobbies?

I love football a lot and practically watch every premier league and champions league match and other soccer competitions. I also love table tennis even though due to my busy schedule, I have not played for some time. I love to spend time with my family whenever I have the opportunity to do so in view of my many travels.



Comrade Frank Esanubi
PENGASSAN Deputy President

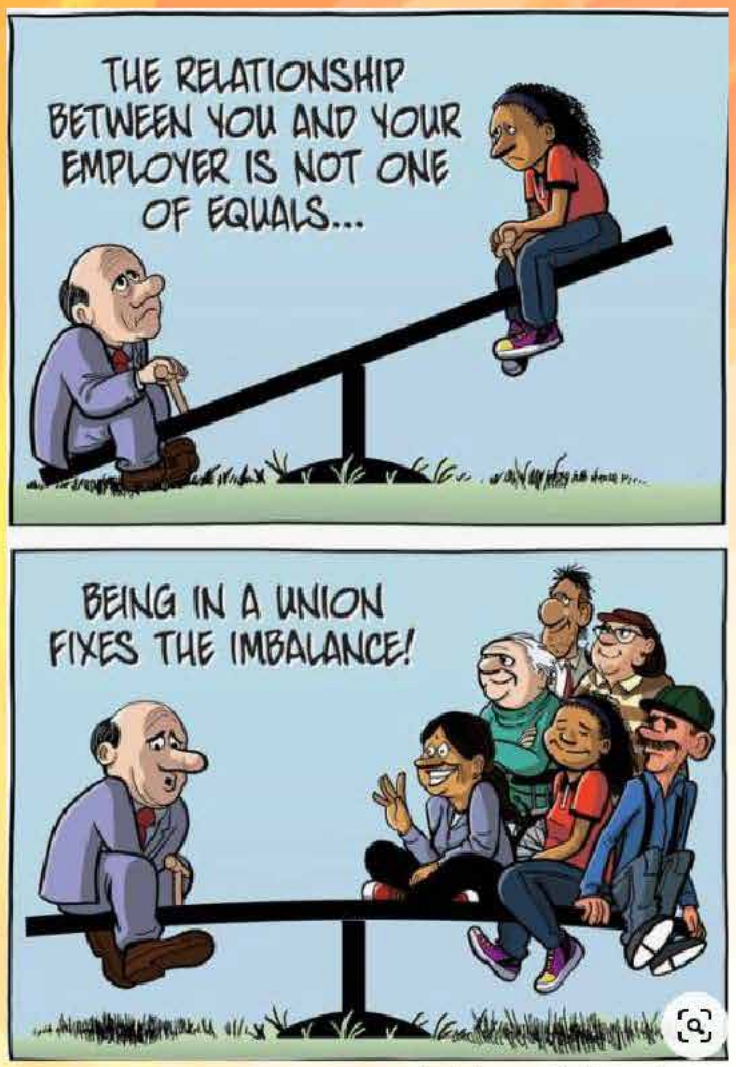
Know Your Executives

Q5. How would you measure a successful tenure at the end of your service as Deputy President?

I campaigned on a 12-point agenda which is captured on the manifesto document "The 12 Commitments" with specific deliverables that I identified to be accomplished working with the President and other members of the CWC. So far, it has not been a perfect outcome, but you would appreciate the challenges of being a vice or deputy in Nigerian settings. It requires a delicate balance between loyalty (keeping the team united) and performance delivery at the risk of derailing teamwork. I am currently doing a self-evaluation of my performance as Deputy President (The 12 Commitments – The dashboard) and the outcome of that will be available shortly but at the end of the day, it is others that can judge more objectively my contributions or otherwise in my role as Deputy President.

Q6. Some words of wisdom to members of your core constituency in CNL?

I appreciate all for the support that they have continued to give to the Association in general and especially to the BEC. I am also aware that some level of disappointment currently exist because of the way Management opted to take a pound of flesh on the stagnation issue, even after people like me had prevailed on the BEC to sheath their sword on the PMP issue and other embargoes issued in the aftermath of the December 2019 crisis. My final word to all is "don't be discouraged, victory is sure!".



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UNION HITCHHIKER

Have you ever driven down the road and run upon a hitchhiker? Most of the time, their thumb is giving a clear message:

"If you furnish the car, the gas, the time and do the driving, I'll ride with you. But if you think I'm going to pitch in for gas, you're out of your mind. By the way, if you have an accident and I'm hurt. I'll sue you for all you got."

We have hitchhikers in our Union too. In one way or another they're saying: "If you supply the protection of a contract, negotiate that contract, protect me at work, get me fair and decent wages, health benefits, and hours of work, I'll ride. But you're crazy if you think I'm going to get involved and help you make this better place to work. And by the way, if anything happens that irritates me, you'll hear from me".

go to... UNION THUGS on facebook

Think about it – Are you just thumbing a free ride? Or can you do a little more to help us all out?

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Events In Pictures

Branch Delegates Conference- Abuja 2020



A cross-section of CNL Branch Executives with the Deputy Preseident, Comrade Frank Esanubi



Cross Section of Executives at the Gala_Awards Night



A cross-section of PENGASSAN members chanting the solidarity song



Former HR Director Mrs Onyeaghura with Comrades Lady Rose Orji-Kalu and Otokini Ada Ogwuche



Comrade Kio Anyanate (Former Branch Secretary) compering at the event



Group Photograph of Dignitaries and PENGASSAN Executives at the event

Events In Pictures



Mrs. Ihuoma Onyeaghura, former CNL HR Director making a speech



PENGASSAN President, Comrade Ndukaku Ohaeri, making a speech at the occassion



PENGASSAN Leaders chanting the Solidarity song



Representative of the NNPC GMD, Alhaji Aminu Zaria, making a speech at the event

Continued from Page 4 (**Why the Union?**)

4. Health and safety

Unionized workplaces are safer – fact. That's because trade unions won't let workers put their lives at risk to meet production targets or save the company money. The only people with the moral authority to assess the risk, are those who face the risk. And the only way to have a voice is to have a union. With the backing of a union, you can feel confident in saying no to dangerous work without losing your job. Trade unions campaign tirelessly for safer working conditions and can be thanked for most of the gains in workplace health and safety.

5. Solidarity

Trade unions have an incredible network that spans the world. Global trade unions, like IndustriALL, which counts over 600 trade union affiliates in 140 countries, can use their membership of millions to command the attention of the very biggest corporations. Global unions can raise a serious issue that is getting ignored at the plant or office level, with the top management of a multinational company. Often, senior management is unaware of a problem that's going on locally, and global unions can help resolve an issue on the ground. When you join a union, you join a global family.

Hangout with CNL Management- February 2020



CNL C&MD, Jeff Ewing with CNL PENGASSAN Branch Chairman, Ete Oyegbanren, CNL Director, HR & Medicals, Dr (Mrs) Idowu Okonzua, and CNL IR Manager, Barr. Ken Narebor



Some CNL PENGASSAN Executives and HR personnel during the hangout



Comrade Ete Oyegbanren and Mr. Jimi Akintunde (JV HR Manager) during the hangout



Some PENGASSAN Executives in a group photograph with the Director HR & Medical, Dr (Mrs) Idowu Okonzua and other HR personnel during a hangout organised by Management



Some CNL PENGASSAN Executives at the hangout

*Continued from Page 3 (**Branch Affiars**)*

The conference which was themed: "Implications of outsourcing, Job offshoring and Technological Advancement in the Oil and Gas Industry" had 72 Delegates in attendance, from across the five Chevron Branch Chapters namely: Lagos, Escravos, Agbami, Warri and Port-Harcourt.

The 2-day conference which started on February 6, 2020 climaxed on February 7, 2020 with an election that resulted in the birth of the new Chevron Branch Executive Council (BEC) with comrade Ete Oyegbanren returned as Branch Chairman.

The CNL Branch of PENGASSAN is presenting our very own Comrade Frank Esanubi (Deputy President, PENGASSAN) for the position of President at the forthcoming PENGASSAN National Delegates Conference (NDC) in June, 2020.

As you are aware, Comrade Frank is result oriented, his position has helped pitch our struggles in proper perspective. We can count on him to use his good office to advance the course of the Oil & Gas Industry and our welfare at large. His pedigree and competence as Chairman of Chevron Branch of our Association cannot be over emphasized.

Many, within and outside Chevron have attested to his competence, honesty and courage, he was eulogised by key stakeholders with the finest of phrases at the just concluded Branch Triennial Delegates Conference this year.

Election into the position of PENGASSAN President is a capital intensive venture and it involves reaching out to over 100 branches within PENGASSAN cutting across the four zones namely: Lagos, Warri, Port-Harcourt and Kaduna.

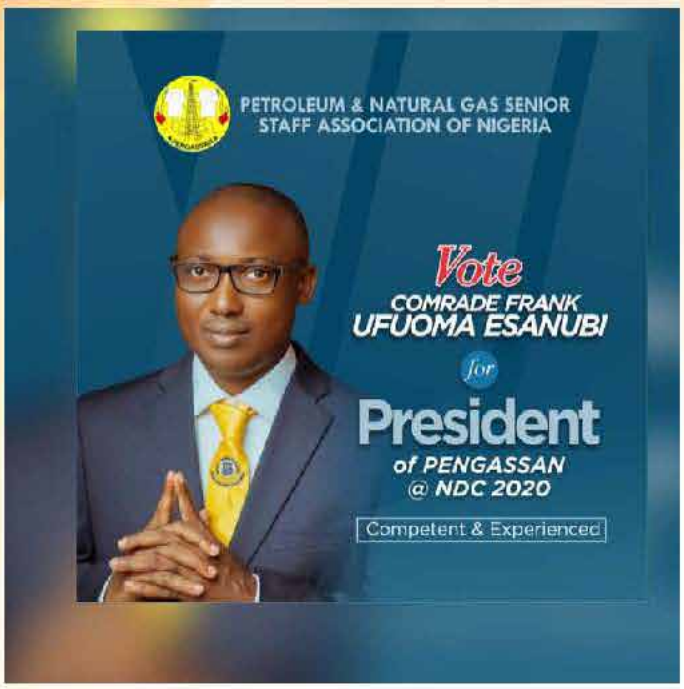
A tentative budget of 25 Million Naira has been drawn up for accomodation of Delegates, flyers, banners, T-shirts, campaign visits to various branches, entertainments of Delegates etc. We are targeting at least 500 comrades to support us with a minimum of N50,000 each amounting to N25million.

Please support by crediting Access (Diamond) Bank Account No 0039595525 (Account name Charles Ameh) and inform your Chapter Chairman /or Secretary if you wish to remain anonymous.

We will provide periodic updates on inflows and outflows as we progress.

We anticipate your support in the past and are expectant that together we can do this again. Thank you for your anticipated support.

Fundraising Committee





Gary began to suspect that his performance management meeting could have gone better.

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Feedback and comments should be sent to emmanuel.nwobi@chevron.com