Facts on Sack of 600 Nigerian Employees by Chevron Nigeria

The Chevron Branch of PENGASSAN condemns the act of illegality, sheer abuse of process and flagrant disregard of extant provisions of the Nigerian labor law orchestrated by the Management of Chevron Nigeria Limited in the plan to sack 600 Nigerians.

Fiction	Reality
The Management of Chevron Nigeria claims to be reorganizing the company at all levels	The actual plan is to sack 600 young Nigerian employees while retaining the inefficient and expatriate-dominated (at least 50%) top-heavy Management structure of the Company. This is without approval from the Department of Petroleum Resources and other relevant stakeholders.
Chevron Nigeria claims that this reorganization will generate more revenue to the Federal Government of Nigeria.	The reality is that revenue in form of Personal Income Tax (PAYE) remitted by Chevron to the Federal Government and to some states (e.g. Lagos, Delta, Rivers etc.) will be reduced by up to 25% if the sack is allowed to go on, thereby depriving government at all levels of scarce resources needed for development.
Chevron Nigeria claims that the reorganization will retain value and improve prospects of Chevron in Nigeria	The real plan is to sustain and create more jobs for Americans to work remotely, leading to repatriation of foreign exchange earnings while reducing income to Nigerians and the Federal Government. Whereas Nigerian workers are to be given termination of employment letters, a few expatriate are to be repatriated to the US to continue working from home and will no longer be liable to payment of income taxes in Nigeria.
Chevron Nigeria claims to have alignment with her Joint Venture partners and regulatory authorities on the planned sack of Nigerians	The Guidelines for the Release of Staff in the Oil & Gas Industry stipulates that employers (including Chevron Nigeria) must obtain the approval of the Minister of Petroleum Resources before implementing same. In this instance, we are informed that Chevron Nigeria does not have the approval of His Excellency, President Mohammadu Buhari who doubles as the Minister of Petroleum Resources, for the company to sack 600 Nigerian workers.
Chevron Nigeria claims to be engaging all stakeholders, including the leadership of employee unions (i.e. NUPENG and PENGASSAN).	Chevron Nigeria Management refused to dialogue with the Union to agree on terms before unilaterally commencing implementation. The plan is to set employees' unions (NUPENG and PENGASSAN) aside and have a free pass to deal with the employees as they see fit.
Chevron Nigeria claims to have designed a new recruitment process that will require all Nigerian employees to reapply for their jobs and get a fair chance to be re-employed.	We hereby state that this process is illegal and a ploy to lure employees into declaring themselves redundant. The further plan by Chevron Nigeria is the casualization of the Nigerian workforce.
Chevron Nigeria reference to a global reorganization exercise by Chevron Corporate where job cuts is expected to be 10%	If Chevron Corporation is cutting workforce globally by just 10%, why is Chevron Nigeria cutting Nigerian jobs by 25% whereas the maximum limit allowed is 15%? Each affiliate is mandated to comply with local laws and regulations in effecting the reorganization, so why is Chevron Nigeria having total disregard to Nigerian laws, Oil & Gas industry regulations and past precedents in the industry?

- The Chevron Branch of PENGASSAN has always been supportive of efforts to improve the fortunes of Chevron Nigeria, the Federal Government of Nigeria and the entire citizens of Nigeria. We are taxpayers who contribute immensely to the economic progress of Nigeria.
- The Federal Government of Nigeria, in 2008, supported the elimination of casualization in the Oil and Gas Industry which led to the regularization of employment for Nigerians. Chevron Nigeria Management is on a course to destroy this achievement.
- The Chevron Branch of PENGASSAN will support the Opex per barrel cost reduction initiatives of the Ministry of Petroleum Resources (MPR) and the Nigeria National Petroleum Corporation (NNPC) through a Voluntary Separation Package (VSP), which has been the industry standard in Nigeria over the years and is known to foster industrial harmony
- The Chevron Branch of PENGASSAN appreciates the support and solidarity received from the National body of NUPENG and PENGASSAN and we call on the Federal Government of Nigeria and other well-meaning Nigerians to call the Management of Chevron Nigeria Limited allow industrial peace to prevail in the oil and gas industry.

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