EDITION: JULY-SEPTEMBER 2020 CPD/003/2020

# CHEVRON PENGASSAN DIGEST

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

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

EDITORIAL TEAM:

E.U. NWOBI - EDITOR-IN-CHIEF
LAWAL ABDUL-KADIR - CONTRIBUTING EDITOR
OKIJIOLA MAKU-TUNDE - CONTRIBUTING EDITOR
KOLADE ASENA - CONRIBUTING EDITOR
KANU JACKSON - CONTRIBUTING EDITOR
AWODOYE OLUWAFEMI- CONTRIBUTING EDITOR
DON YOWEIBO- CONTRIBUTING EDITOR
EDWIN KOLOH- CONTRIBUTING EDITOR

# Editorial

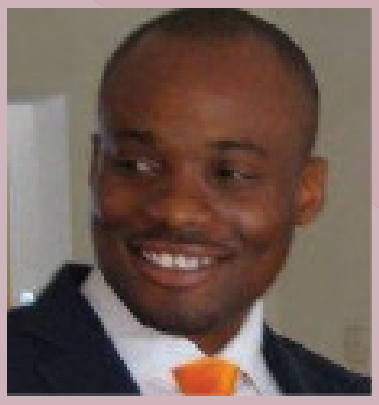
Comrades,

These are trying times for the Oil and Gas Industry all over the world and we already are feeling the heat of the waves of change thrown up by the Covid-19 pandemic amidst other global challenges. Today every organization whether a business or a trade union must innovate or die.

There is not much to be said as words are not much use in times like this. All we need to do is to fly the flag of solidarity- solidarity for our families, the company we work for and for our nation. We must stand together and fight the war of liberation that will ensure we continue to keep the company afloat, keep our means of taking care of our families intact and sustain the revenue base for the growth and development of our dear country Nigeria.

We cannot over-emphasize the truth that the UNION is our only hope to stall the excessive desire for profit which is the hallmark of capitalism. We will ensure that the banner of the UNION is not torn to pieces and trampled underfoot by the capitalist invasion. The institutions in our country are not strong enough to withstand the onslaught of the capitalists and the only fortress that can withstand and resist this affront is the strength and oneness of the UNION. So, let us stand together, shoulder-to-shoulder and back-to-back in solidarity. The attack will be short-lived if we do.

The Branch Vice Chairman, Comrade Paul Udolu is our Executive of the Quarter and we encourage you to read through his interview and send your thoughts about it to him. We also featured some of our Comrades in this edition as they share their views on unionism and on PENGASSAN.



Here is wishing you light and love. Keep strong and fight on- the victory is ours!

# Branch Chairman's Corner

Comrades,

Solidarity greetings to all members and Comrades in the struggle. While we are still grappling with the effects of coronavirus pandemic and oil supply glut, our company has also introduced another dimension called reorganization to use as a ruse to declare redundancy. These are probably not the best of times, but we can assure you that if we stick together, we will weather the storms, come out stronger and decide our future path with a win for all of us. Our goal in this reorganization is to ensure we achieve a voluntary separation program as we have always done in time past.

We appreciate all our loved ones and remind us to take all health preventive measures to ensure we are safe, please wash your hands frequently, use hand sanitizers and maintain social distancing using mask where it is not possible.

I will again appreciate all our folks who are working from home, all field location who have kept our operations going with the quarantine process now part of entry the field locations and all our frontline workers in the medical group for their support to us all including our families.

We must begin to look at how we can open our offices and get everyone back on board, with safety measures in place, this will require all of us working as a team to ensure no gap is created. In our field location the BEC is currently looking at how we can return to the normal rotation of 14/14 and still maintain safe operations.



The PENGASSAN elections are over, we have new leadership across all the zones with a new CWC in place at the National level, ably led by our President Comrade Festus Osifo. We will continue to work with all leaders at all levels to ensure that the labor movement is given its due place in the work environment.

**Continued on page 7**

## WE ARE STRONGER WITH THE UNION - Comrade Godstime Emiko

Comrades. Comrades. Comrades. We are in dire times in history where the price of crude oil has plummeted to an all-time low due to the Covid-19 virus pandemic that has turned the world on its axis. This issue is a historic disaster for the oil industry, and unless there's a safe treatment or vaccine to tackle the virus, we don't know what the future holds for us as employees in the oil industry. And, this is why now is the time for us to be united in one front. Many of us will not have a job today if our fates are left with the managers alone to decide. The oil industry isn't making profits globally, but we still have jobs because we have a UNION that puts our collective interest at the fore. Thus, we should come together as a community, with one voice to support the UNION at these trying times as 'Our strength lies in our solidarity'. There was a quote that I strongly agreed with that says, "a bad UNION is better than no UNION at all", and, that is because PENGASSAN makes us her priority. There have been numerous situations, where unfriendly policies rolled out by management were withdrawn due to the strength of the UNION.

PENGASSAN has always been there for us, and we must work together for her sake. As Martin Luther King,Jr. puts it "the ultimate measure of a man is not where he stands in the moments of comfort and convenience, but where he stands in times of challenge and controversy." And, we are living in such uncertain and trying times that will possibly test our limits as a community. Therefore, we need more than ever to show resilience, strength and solidarity, and must never forget that only in unity do we stand - (PENGASSAN is us, and we are PENGASSAN).

Clarence Darrow in 1909 lauded the power of the Labour Union with this quote "with all their faults, trade-unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in man, than any other association of men". We are indeed enjoying today, privileges that have been handed down to us by our predecessors, and we must do well to pass it on to future generations better than we received it. We must work hard to ensure that PENGASSAN remains strong to provide us with the safety net that only PENGASSAN can provide. Martin Luther King, Jr. once said that "the Labour Movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life. The Captains of industry did not lead this transformation; they resisted it until they were overcome". A purposeful UNION will surely overcome.

We must never relent in our struggles for the greater good and better the lives of workers. We must keep hope alive in our fight for the UNION. We must reach into our humanity to carry everyone along for the betterment of the workplace. As comrades, we must align ourselves to work tirelessly and efficiently to follow the instructions of our leaders, in the joint struggles for a better working environment. However, we may butt heads; however, we may fight; however, we may debate; the one certainty is that we must always present a united front. We must not cower or be intimidated. We are an organized Labour UNION, and therefore must be seen to exhibit maturity and purpose in our dealings with management.

Comrades, these are trying times for the company and for employees. We must do everything to ensure that the company stays afloat while simultaneously protecting the rights of workers. Organized Labour is the bedrock of a more relaxed and sustainable workforce. Thus when our leaders give us instructions, let us put aside personal ambitions, individual interests and egos, and wholeheartedly follow their lead. Because we can only win.



**There was a quote that I strongly agreed with that says, "a bad UNION is better than no UNION at all"**

## Headache - Omiwade Modupe

### What is a headache?

Headache is a pain arising from the head or upper neck of the body. The pain originates from the tissues and structures that surround the skull or the brain because the brain has no nerves sensation of pain (pain fibers). Headaches are a common health problem; most people experience them at some time. Most headaches are not the result of a serious illness, but some may result from a life-threatening condition requiring emergency care. Some factors that lead to headaches include emotional, such as stress, depression, or anxiety. Medical, such as migraine or high blood pressure. Physical, such as an injury and Environmental, such as the weather types or changes. Headache can affect any part of the head, and pain may be present in one or several locations. Recognizing the cause of headache can enhance taking appropriate and prompt action.

Headaches can cause various types of pain, classifying the pain can help make diagnosis. Headache can be categorize based on pre-existing health condition that is linked to the pain.

### Primary Headache

This is caused by overactivity of or problems with pain-sensitive structures in the head. A primary headache is not a symptom of an underlying disease. Chemical activity in the brain, the nerves or blood vessels surrounding the skull, or the muscles of the head and neck or some combination of these factors can cause primary headaches. Some people may also carry genes that make them more likely to develop such headaches. Common types of primary headaches include cluster and tension headaches or medication overuse.

### Secondary headache

These are symptoms of underlying medical conditions. Some causes of secondary headache may be infection or some brain tumor or any serious health conditions. It is important to seek medical advice if any headache:

- Is severe or disruptive
- Is persistent
- Occurs regularly
- Does not improve with prescribed medication
- Occurs alongside other symptoms, such as confusion, a fever, sensory changes, or stiffness in the neck

### Tension-type Headache

This is a common form of primary headache. The pain usually arises gradually during the day. It may present as a tight band around the head or a constant, dull ache on both sides of the head or pain spreading to or from the neck. Tension-type headaches may be episodic, usually last for a few hours, though they can last for several days and become chronic, occurring about half of the month for at least 3 months.

### Migraine headache

This is the second most common form of primary headache. It may involve pulsating, and throbbing pain. It often occurs on one side of the head but may switch sides. During an episode, a person may also experience lightheadedness, sensory disturbances, such as changes in vision, sensitivity to light or sound, nausea, possibly with vomiting. It can significantly impact the quality of life. A migraine episode may last from a few hours to 2–3 days. The frequency of episodes can vary greatly; they may occur from once a week to once a year. The characteristics of a headache and the effects on daily life can vary. A headache may:

- Affect one or both sides of the head
- Radiate from a central point
- Involve sharp, throbbing, or dull pain
- Have a vise-like quality
- Come on gradually or suddenly
- Last from under an hour to several days
- Features of the pain depend, to some extent, on the type of headache.

### Treatment

- Anyone who experience more than one of the various types of headache or anyone who experiences severe or reoccurring headaches should consult doctor to receive professional care
- Rest and pain relief medication are the main treatments for headaches. Prescription pain relief medications, preventive medication

for specific conditions, such as migraine. Treating underlying conditions may relief headache.

- Avoid self-medication

- Take medications as prescribed
- Do not reduce or stop your medication.
- In extreme cases, a person may need hospital admission to manage or treat headache safely and effectively.

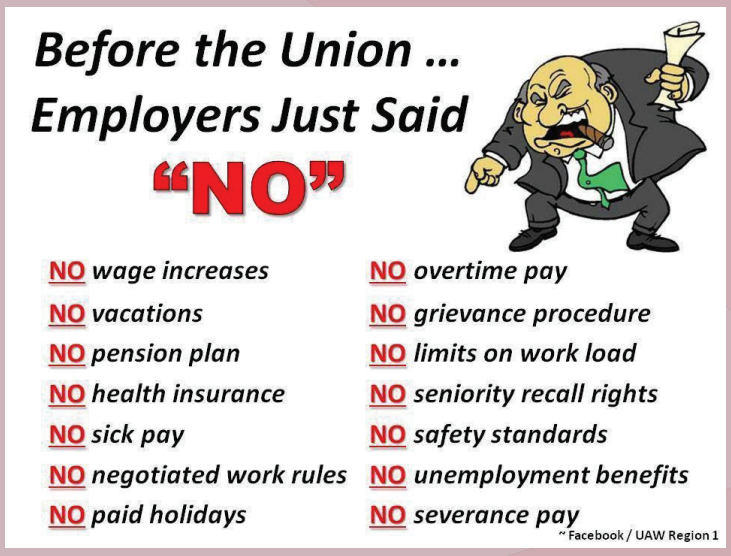
**Other helpful strategies**

Certain care strategies can help prevent headaches or ease the pain. These are:

- Use heat or ice pack against the head or neck; avoid extreme temperatures, and never apply ice directly to the skin
- Avoid stressors. Use healthful coping strategies for unavoidable stress
- Eat healthy meals regularly
- Get enough sleep, make room conducive
- Exercise regularly to boost overall health and lower stress.
- Limit alcohol intake
- Drink plenty of water
- Take breaks when working to stretch and prevent eye strain



**Most headaches are not the result of a serious illness, but some may result from a life-threatening condition requiring emergency care.**




## Anxiety Prevention

The exact causes of anxiety and anxiety disorders are unknown. This makes it difficult to prevent anxiety disorders or predict who will develop them. However, much research is being done in this area, and there are steps you can take to reduce anxiety and minimize future episodes.

If you are experiencing anxiety, it's important to reduce stress in your life. Find ways to relax. Exercise is a great way to relieve stress. There are many ways to incorporate exercise into your daily routine. Try:

- taking walks regularly
- joining an exercise class or gym
- practicing yoga

In addition to exercise, you might want to take breaks from your routine or plan a vacation. If you enjoy a hobby, make time for it. Do things that make you feel better and more relaxed.

Eating a healthy diet will make you feel better both physically and mentally. Don't stress over food choices, but try to eat a wide variety of fresh, healthy foods. Include fruits, vegetables, and whole grains whenever possible. Avoid greasy, sugary, high-fat, processed foods. Remember that what feeds your body also feeds your brain.

No one knows you better than you do. Keeping a journal is a great way to track your moods, stress, and anxiety. Many people find that identifying and writing down their problems makes them easier to deal with. If you are working with a mental health specialist, a journal can help both of you figure out what triggers your stress and what helps you feel better.

While tobacco, drugs, and alcohol are often called stress relievers, using them damages the body, making it harder for you to handle stress and anxiety. Caffeine, too, can cause or increase anxiety. Addiction to these substances can lead to additional anxiety and stress, and withdrawal can create anxiety as well. If you are addicted and need help to quit, talk to your doctor or find a support group.

In general, the things that make and keep you healthy will also help you cope with stress and anxiety and avoid future symptoms.

## The Layoff Payoff: A Severance Package

Know what to negotiate for before you're terminated

### What Is a Severance Package?

Most employers offer a severance agreement that outlines the financial terms on which the employee will leave the company. Negotiating a suitable agreement involves considering how to conduct yourself during discussions with the employer, the cash and benefits you need to survive, and whether to hire legal help. Negotiating this accord can ease your transition to a new job, relieve stress, and possibly provide a nice financial cushion. However, a monetary arrangement isn't the only topic to discuss in these discussions; you should also consider continuation of insurance benefits, assistance in finding another job, and other perks. Your power in this negotiation comes from the fact that companies don't want you to bad-mouth them or sue. And they may not want you to work for, or share secrets with, their competitors.

### KEY TAKEAWAYS

Most employers offer a severance agreement that defines the financial terms under which an employee will leave a company when their employment is terminated. Continuation of insurance benefits, assistance finding another job, and other perks can also be negotiated as part of a severance agreement. You usually have 21 days to accept a severance agreement, and once it's signed, you have seven days to change your mind.

### Planning in Advance

If rumors of layoffs are circulating in your office, the option of quitting before the ax falls may tempt you but staying may place you in a position to claim unemployment insurance and receive a severance package. Prepare in advance, whether you expect to be dismissed or not. Review your resources and your critical expenses to determine your financial needs. Create a list of the top benefits you want to negotiate. Examine the company's severance policy and try to find out what former colleagues have received.

### Steps You Should Take

If you are dismissed, take notes during the termination meeting and don't feel pressured to sign the severance agreement immediately. Stall for time to review the document and think it through. Typically, you will have 21 days to accept the agreement, and once it's signed, you have seven days to change your mind.

### What to Negotiate

Once you've made sense of the agreement, you should consider negotiating the following terms:

1. **Severance pay**

The general practice is to try to get four weeks of severance pay for each year worked.

2. **Insurance coverage**

Try to extend your health, life, and disability insurance coverage. Find out whether your employer can pay for your health coverage until you find a new job. You can also ask if the company can cover life insurance and disability income insurance for that period, or at the least for one month, before offering the continuance option.

3. **Retirement/pension plans and stock**

What happens to your retirement plan, pension plan, and stock plan varies by state and by the employer. Request a copy of the policies and review them with your attorney.

4. **Outplacement**

Many employers provide outplacement services. Ask that the service remain with you until you find a new job and try to choose the service yourself. Specify what you'll need from the outplacement firm, such as one-on-one counseling services, retraining, a phone, an office, or secretarial support.

5. **Announcement of departure**

Try to construct an agreed-upon announcement of your departure and a recommendation letter. Ask to draft the documents yourself, and make sure to include your major accomplishments. Attach the letters to the agreement.

6. **Company perks**

Finally, find out if you can keep any company perks, such as a laptop, and have the employer acknowledge this in writing. Some other options to consider, if you've had them, include extending your use of the company car or your company-sponsored health club membership.

**Staying Ahead of the Game**

Stay informed of any updates to your employer's workplace policies, especially the severance agreement.Finally, employees who are among a few dismissed have more of an opportunity to negotiate the terms within the agreement. In a mass layoff, a standardized package may be offered, and an employer is less likely to deviate from this contract.

**The Bottom Line**

If you are laid off from your job, it's just as important to negotiate on your way out as it is to negotiate on your way in. Because a former employer likely has an interest in making the process as civil as possible and maintaining its reputation as a good workplace, you'll often have some room to bargain.

Do some research to find out which severance benefits you can reasonably expect from your company, and then do your best to maximize them. Remember, you have nothing to lose, and you'll never know what you might get unless you ask.

Culled from Investopedia.com

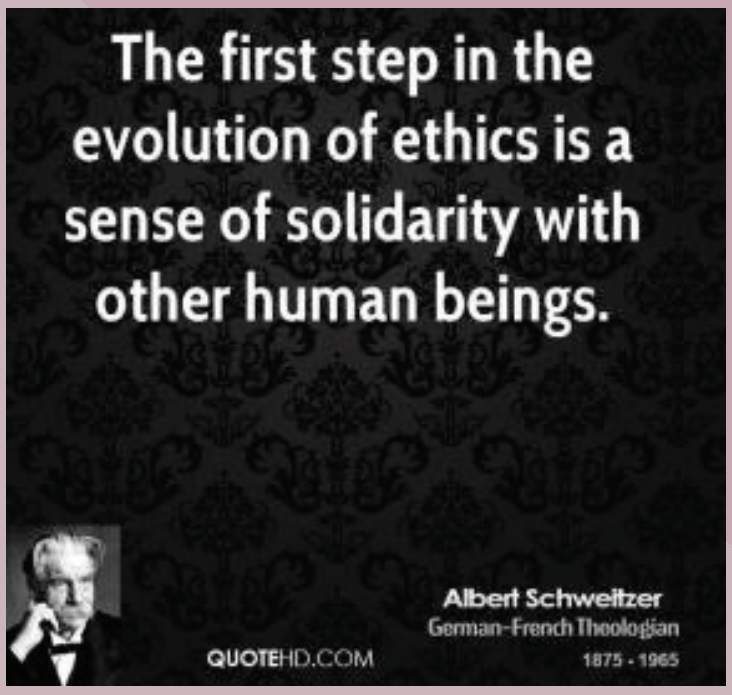


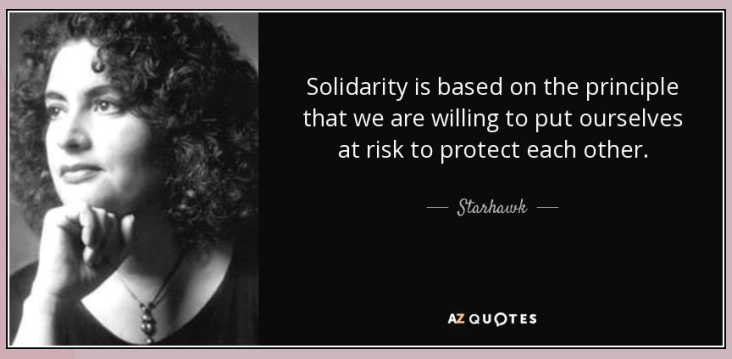

**...Continued from page 2**

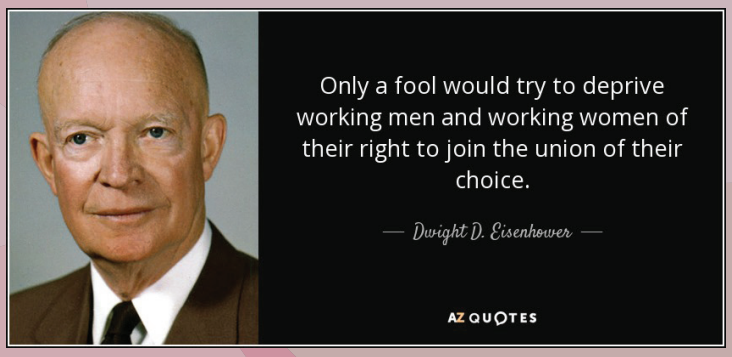
We will also leverage our working relationships with NUPENG and all our Contract Comrades in both Unions. Together we will ensure a fair and equitable workplace for all workers.

Once again on behalf of the BEC I wish to say thank you for you continued and unalloyed support of the Branch leadership team. Stay safe and healthy. Solidarity! Forever!

Till we see again next quarter, God bless.



# KNOW YOUR EXECUTIVES

Good day to you our Branch Vice Chairman, Comrade Paul Udolu and thanks for creating time out of your busy schedule to provide us more insight into your personality.

**Opening Answer:** Thank you very much

**Q1.** Comrade Paul, your members want to know more about you.
**A1:** I am Udolu, Paul Ovuokerie, an IT Professional in Chevron, I hold a B. Eng Mechanical Engineering degree with Second Class honours Upper Division from the University of Nigeria Nsukka and Master of Information Technology (MIT) from Ladoke Akintola University of Technology Ogbomoso. I am a preacher of righteousness, an apostle of Jesus Christ, a leader in LoveWorld Inc, I hold weekly outreach meetings in the mainland area of Lagos State and during the pandemic alone I and my team reached out to over one thousand people providing them with food and medical support. I have my church Christ Embassy Spirit in Motion registered with Boye Clinic in Shangisha to help take care of sick people who don't have means to pay for medical care within the mainland area of Lagos state. I am married with four children, three girls and a boy.

**Q2.** How long have you been in the forefront of Unionism?
**A2:** 7 years with six months as Lagos Chapter Vice Chairman, five years & six months as Lagos Chapter Chairman and currently serving as the Branch Vice Chairman from February 2020.

**Q3.** What is your motivation for accepting to serve as Branch Vice Chairman?
**A3:** My motivation to accept the opportunity to serve as Branch Vice Chairman after serving the last three years in the capacity of Lagos Chapter Chairman is the need I see, to ensure that the strength, value and solidarity in the association is sustained through active and vibrant leadership succession.

**Q4.** What are your hobbies?
**A4:** Reading, Preaching, Meditation, reaching out to the needy on the street, Driving and swimming

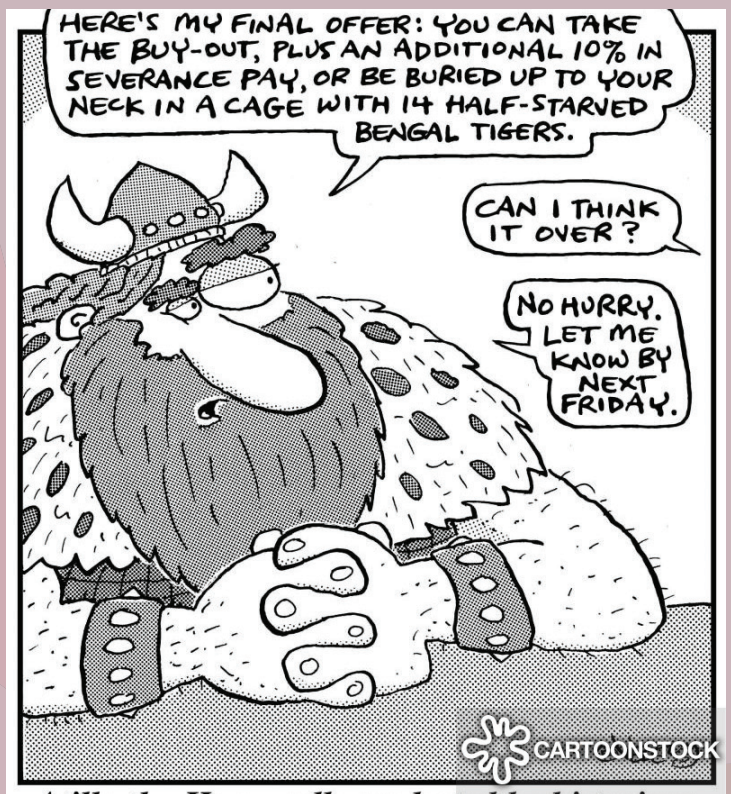
**Q5.** How would you measure a successful tenure at the end of your service as Branch Vice Chairman?
**A5:** when our members become more aware of how they can strengthen the association instead of weakening it, like some have been doing. When members become more interested in the affairs of the association and are willing to make themselves available for service.

**Q6.** Some words of wisdom to members of your core constituency in CNL?
**A6:** The association is our collective strength, lets join hands to make it better.



Comr. Paul Udolu

## Severance Package




*Atilla the Hun, sadly neglected by historians for his progressive approach to personnel management.*

# Photo Stories





Chevron PENGASSAN delegates at the 2020 Portharcourt Zonal Delegates Conference





Some members of the CNL Delegation at the 2020 ZDC in Lagos



Some members of the CNL Delegation at the 2020 NDC in Abuja



BEC members and Management team at the 2020 Negotiation Opening event

# Photo Stories



Newly elected PENGASSAN President, Comr. Festus Osifo with Branch Executives



Newly elected Warri Zonal Chairman, Comr. Kamal Mustapha making a speech





Cross Section of CNL Delegates at Warri 2020 Zonal Delegates Conference



CNL Delegates in a group photograph at Warri 2020 Zonal Delegates Conference

