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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

Comrades,

You are welcome once again to this edition of the PENGASSAN Digest. We sincerely apologize for the late release of this 4Q2020 edition. We have been unnecessarily distracted by a lot lately.

While the Covid-19 second wave surges on, we encourage you to please stay safe and take all recommended precautionary measures seriously. Many people have died and quite a number are sick. Please do not let anyone deceive you, Covid-19 is real.

In this edition we bring you our usual message from our erudite Branch Chairman, Ete Oyegbanren. The Branch Secretary, who describes himself as "Wartime Branch Secretary" is our special guest on the "Know Your Executives" section. We have also been privileged to receive another good dose of sound intellectual 'medication' from Comrade Godstime Emiko and it makes very insightful reading both for Union members and Management.

Comrade Edwin Koloh, the ever-vibrant Lagos Chapter Chairman also shared with us a chronological account of the birth and death of the attempt at using a smokescreen of redundancy to implement a compulsory sack of employees in CNL. Our ever-reliable healthcare coach, Comrade Modupe Omiwade also advises that we take our wellness in our hands by making new year resolutions that will put us on the track to improve our health this year. Finally, we have some picture stories for your viewing and reading pleasure.

As the struggle continues, we must all keep our eyes on the ball. We cannot afford to be distracted nor deceived by any phantom brother or sister. Unity must be our watchword as we all work together to keep the CNL PENGASSAN banner flying. We will behold the restoration of the lost glories of CNL in our time.



Branch Chairman's Corner

Comrades,

Solidarity greetings to all members and Comrades in the struggle. Happy and prosperous new year to all of you. This year 2021 will usher in great things for us as a Branch and an Association in general.

The availability of vaccines gives us hope that there may be a silver lining in the horizon to contain the coronavirus. This does not mean we have to lower our guards. We need to continually observe the safety and health preventive safeguard for ourselves, our loved ones and our colleagues.

We are yet to conclude the 2020 Wage Re-opener, but we believe that with the conclusion of the struggle for the payment of our earned Safety Incentive, a reward for a good safety performance for 2020, we will conclude the Negotiations soon. We believe that we have shown Management the way to go in industrial relations, that both parties need to invest in the process for the good of the company.

As a union, the challenges are still there, we are still grappling with the challenging demands of doing an unprecedented 28/28 rotation schedule and the working from home situation which has extended beyond our wildest imaginations. While we have perfected plans along with other sister branches to ensure we return to 14/14 regular rotation, we are putting finishing touches to our plans to ensure we achieve a smooth switch over at the appropriate time. There are many pending IR issues and we will engage with HR/IR to ensure they are resolved timely to the benefits of our members.

I want to encourage everyone to continue to work very safe, observe all safe work practices and make use of our SYLA tools.



Where in doubt, kindly seek additional information or clarity. We need to also perform self-evaluation in every task and ensure our safety processes are functioning as designed.

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NMA Reorganisation: A Chronology of the Struggle for a Just and Fair Treatment of Chevron's Most Prized Asset (Employees) in Nigeria

That the Oil and Gas Industry is currently navigating myriads of challenges that include COVID-19, dwindling crude oil price, low production and so on, is indisputable. When the Company's Corporate Headquarters hinted to the workforce sometime in 2019 of a transformation program that would run through the course of year 2020, employees were empathic and willing to assist the Company to navigate through the changing tortuous times.

While the Company's Corporate leadership kept the faith, engaged the workforce, sought for feedback and prepared employees to be resilient to face the emotional backlashes from impending job loss amidst the fear and anxiety caused to employees by the COVID-19 pandemic, the management of NMA kept mute, went under and secretly brewed a bitter concoction for employees tagged the "Redundancy program". This concoction was garnished and branded the "NMA Reorganisation Program".

The phony redundancy program which was planned to be concluded within a very tight schedule of about a month, precisely September to October, 2020, would illegally relieve about 25% of young non-pensionable PENGASSAN members and lower to mid-level pensionable supervisors/managers of their jobs. Ironically, 100% of the senior to top management employees in the organisation were to retain their jobs.

What broke the camel's back was that not only were over 95% of NMA employee's required to reapply for their jobs but that the employee representatives (the Union), whose members were largely targeted, were not engaged in the course of the entire planning. The entire execution process was ill-conceived and was to be stealthily delivered without recourse to the potential consequences.

Provoked by Management's unjust and lopsided plan to largely sacrifice lower categories of employees (especially non-pensionable staff) to pay for many years of leakages/wastages orchestrated by the poor handling of the Company's business in NMA and to guarantee their pension at retirement, CNL PENGASSAN rose to defend not only her members but also other voiceless members of the workforce. The Association called for a Voluntary Severance Package instead, an option that has been severally executed successfully in the past which both preserved the dignity of employees and enhanced the reputation of the Company, as an employee-friendly organisation.

Below is the chronological sequence of events:

1. May 28, 2020; NMA Virtual Town Hall: The Chairman & Managing Director, informed employees that Management was considering severance of 25% of employees to be concluded by end of October, 2020. The CNL Branch of PENGASSAN rejected this percentage reduction in workforce as it is far above Corporate proposal of 10-15% across the corporation.

2. September 22, 2020; Eko Hotel, VI, Lagos: Management briefed the CNL PENGASSAN BEC of her planned reorganisation exercise. The result of the exercise was that 600 NMABU employees would be compulsorily and illegally declared redundant The BU was thus poised to supply the bulk of headcount reduction required to meet corporate's target of 10-15%. The BEC referred management to National PENGASSAN as the BEC did not have the mandate to discuss redundancy.

3. September 25, 2020; Congress Virtual Meeting: The BEC called a congress virtual meeting to further brief members of management's ill-conceived redundancy program and obtained congress' concurrence to withdraw services should management fail to adequately engage the Union before forging ahead with the planned sack of employees.

4 September 28, 2020; NMA Virtual Town Hall: The Chairman and Managing Director, held a town hall to brief the workforce of the structure of the planned new organisation. Management

also made an unsuccessful attempt to discredit the Union's earlier release to her members about the implications of allowing management to lure them into reapplying for their jobs which had been planned to be declared open. Employees asked pointed questions at this meeting which led to answers that further exposed many hidden motives behind the planned illegal redundancy.

5. September 30, 2020; Eko Hotel, VI, Lagos: A meeting between Management and the Association(National and Branch) held during which National PENGASSAN told management that asking employees to reapply for their jobs for which they have employment letters as permanent jobs shows clearly that Management wants them to declare themselves redundant against the spirit and letters of the labour law which places the burden of declaration of redundancy on Management. Consequently, National PENGASSAN was against the approach adopted by Management and advised them to discuss with the in-house Union for an amicable solution(preferably voluntary severance which has been the culture) and then revert where there are hiccups.

6. September 30, 2020 @2200hrs; Lekki, Lagos: Management called the Association's bluff, opened the Reorganisation portal and asked employees to reapply for their jobs and technically declare themselves redundant.

7. October 1, 2020; Lekki, Lagos: The Association rose to the challenge, directed all her members to withdraw their services in protest against the publication of the Reorganisation portal.

8. October 7, 2020; Lekki, Lagos: Management pulled down the Reorganisation portal following the intervention of NNPC, the JV Partner. Consequently, the Union also suspended the industrial action, asking members to render their services while negotiation resumes at the instance of NNPC.

9. October 12, 2020; Abuja: The meeting called at the instance of NNPC held. The Unions(PENGASSAN & NUPENG) presented a case for voluntary severance and resolution of several other pending IR issues while management maintained their position on Redundancy. At the end of deliberations, all parties agreed to set up a committee to discuss and resolve all issues presented by the contending parties within three weeks.

10. October 28, 2020; Abuja: The inaugural meeting of the intervention Committee which was to hold October 21,2020 but couldn't hold due to #Endsars protest was eventually held October 28, 2020. The meeting, which was chaired by the NNPC GMD, was after much deliberations adjourned to November 5 & 6, 2020 with a proviso that both parties should go back and prepare their cases with additional data for presentation at the next committee meeting.

11. November 5 & 6, 2020; Abuja: The intervention Committee meeting with NNPC as facilitator held. While Management presented a modified situational analysis to support their case for redundancy, the Association presented a case for recruitment arguing that the company is grossly understaffed with excessive workload on employees. The Association stated that the solution to the challenges faced by the company was for management to focus on deriving sustainable cost savings by plugging the several leakages and wastages in the system which will more than take care of the total savings expected from employee severance. The NNPC GMD directed both parties to return to Lagos, discuss in-house, reach a win-win resolution and report back to Abuja.

12. November 11, 2020; Lagos: The in-house meeting between Management and the Unions held and was deadlocked. Management posited that the meeting was to focus solely on the Reorganisation and that the contract staff Union representatives should not be part of it.

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Health Corner

New year resolution: health behavior focus

Health as defined by the World Health Organization is a state of complete physical, mental, and social well being and not merely an absence of disease or infirmity.

Wellness is a state of well-being in which all the components of health are in balance. These components are physical, mental/emotional, social, intellectual and spiritual. Each component is vital to the pursuit of optimum health.

Illness is a state in which a person's physical, emotional, intellectual, social, developmental, or spiritual function is diminished or impaired compared with previous experience. Chronic Illness is a chronic disabling disease that interferes with ongoing life adaptations by making the performance of routine tasks more challenging.

A resolution is a firm decision to do or not to do something. It is the quality of being determined or resolute. This is a common word that people play with at the end of a year and as they begin preparation for a new year, but many do not. It is sometimes surprising that many resolute and purposeful action plans vanish within a few days into the new year.

The COVID-19 pandemic places more demands on individuals to take greater responsibility for their health more than ever before as any pre-existing uncontrolled chronic illness further increases the risks for severe COVID-19 infections including death. This calls for a proper review of self and state of health, being more focused, auditing the past and being committed to the resolutions penned down for actualization.

Health behaviour is defined as the activity undertaken by people for the purpose of maintaining or enhancing their health, preventing health problems, or achieving a positive body image (Cockerham 2012, 120). It is an action taken by a person to maintain, attain, or regain good health and to prevent illness. Health behaviour reflects a person's health beliefs.

Before a new year starts, many make resolutions and set goals on many issues. Resolutions related to health improvements are common and this may include shedding some weight, eating healthier or exercising more with the goal of optimizing health. It is important to focus on small steps that one can take to improve one's health and wellness. It does not matter how old one is or what type of fitness level one has at this moment. All that is required is to take that first small step to a better healthier lifestyle. To reach set goals, it is important to make SMART resolutions – Specific, Measurable, Attainable, Realistic and Time-bound goals are easier to pursue.

Some areas of compromise in the past such as Lifestyle – eating habits, physical inactivity, non-compliance to company designed health packages and health awareness programs, health and medical illiteracy, prescription medication compliance, impact of stressors, social commitment and handling, violence and Abuse- can all be changed from 'poor' to 'great' with a SMART action plan.

Every employee is a representative of business health, therefore it is necessary to cultivate these habits, sustain them and perform them regularly and as scheduled

• Sustain all safeguards deployed to prevent COVID-19 infection.	• Periodic Preventive Medical Screening (PPMS)
• Scheduled Regular physical activity - Avoid sedentary living	• Avoid use of alternate medications, Herbals, and concoctions
• Health Literacy: Be involved in your health	• Determine to run with / correct findings
• Participate actively in all health and wellness programs and share lessons learnt	• Avoid Violence of any kind
	• Keep all scheduled medical appointments
• Take prescription medications as told	• Live within income limit
• Avoid at risk behaviors	• Limit salt intake
• Healthy eating	• Food safety
• Know your numbers	• Hydrate: Drink water
• Hand Hygiene	• Limit alcohol
• Avoid stress	• Sleep well

Health Corner

Looking back at the efforts made in year 2020, one thing is clear- we can do better! Many new year resolutions revolve around health, and for good reason. Having physical and mental health is the foundation of achieving any other goal, personal and professional, so improving your health and dedicating time, energy and resources is the best investment you can make. There are no downsides to improving one's health habits, only positives- more energy, increased focus, and more self-confidence.



Com. Omiwade Modupe
Health & wellness
Nurse Supervisor
NMA

...Continued from page 2

Where in doubt, kindly seek additional information or clarity. We need to also perform self-evaluation in every task and ensure our safety processes are functioning as designed.

We need to continually work together, show support and encouragement to our Chapter leadership. We need to also show unalloyed support and commitment to the National Secretariat because our collective strength dwells in our unity of purpose and action.

Once again on behalf of the BEC I wish to say thank you for your sustained and unalloyed support to the Branch leadership team. Your solidarity is unparalleled in the labour arena and the BEC is very appreciative. Stay safe and healthy. Solidarity! Forever!

Till we see again next quarter, God bless.vv

...Continued from page 4

The Unions insisted that the meeting was meant to resolve all Chevron IR issues affecting both regular and contract staff and since both categories of employees were Chevron employees, the meeting was properly constituted to achieve the desired purpose. PENGASSAN stated that sensitive and confidential issues applicable to regular employees could be discussed in a caucus meeting later, with CNL PENGASSAN executives. Management turned down this offer and at the end, the discussions broke down and no agreement was reached.

It is the expectation of the Association that the Management of CNL considers employees' plight and emotions when making sensitive decisions of this kind. The company's most priced assets and their families will be better respected and dignified with a rolling VSP plan which can be executed within a period of three years alongside an effective plan to replace manpower to stem the tide of natural attrition which has the potential to reduce the strength of the formidable organizational capacity built over the years. The VSP is an age-long proven practice that guarantees win-win for employees and the company.



Comrade Koloh Edwin,
Lagos Chapter Chairman

Building Corporate Resilience Through Excellent Industrial Relations Management.

'Resilience' is the ability to bounce back or remain formidable in the face of adversity. We live in a battlefield called life where we fight to survive each day without wearing ourselves thin. We live in a world where we bounce back from the vicissitudes and difficulties that life throws at us at every turn. However, not everyone can bounce back after experiencing setbacks in life. This also applies to the workplace where studies done on workplace resilience has proven that resilience is crucial to increase employee's wellbeing, efficiency and productivity, and to prevent burnout.

The unprecedented arrival of the COVID-19 virus has highlighted the need for corporations all over the world to build employees' resilience. Industrial relations management more than ever, is an important tool to enable employees and Management adapt successfully to these changing times. Thus, it's of utmost importance that the company builds and enhances corporate resilience in order to reap the benefits that come from increasing employee's wellbeing, efficiency & productivity, and a balanced working relationship at all levels.

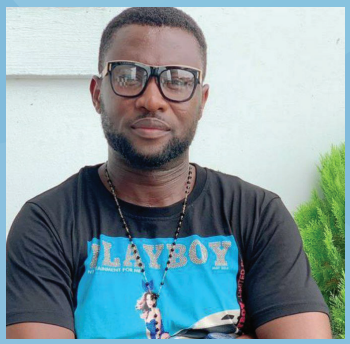
The consequences of the Covid-19 virus meant employees have been on the edge with the prospect of staff cutbacks, unplanned organisational changes and rejig of company policies looming. Employees have had to quarantine as well as work long and complicated hours. This may be challenging for some of them to cope with, and bounce back from due to low resilience. Furthermore, such working conditions can even test and push the limit of resilient employees to their breaking point if they do not have an excellent support system, especially from the industrial relations management space.

Research has shown that resilient employees are paramount to a company's ability to adapt in an uncertain, competitive and dynamic world. Moreover, resilient people and companies do better than their counterparts. Some people have a higher proportion of innate resilience, while others are average and some have a total lack of it. Nevertheless, with the right tools and help, employees can build and enhance their resilience. Research has shown that employees spend at least 1/3 of their lives at work, so they need the skills that enable them to manage stress, project deadlines and adapt proficiently to change.

To build and enhance resilience in employees, the company should be deliberate in deploying industrial relations and human resources management tactics that shore up the resilience of employees rather than weaken it. The recent unplanned, undisclosed and undiscussed organisational changes that prompted resistance from PENGASSAN in CNL and further exacerbated tensions between Management and employees is a good example of how to deliberately weaken resilience in members of the workforce. These actions had the tendency to reduce and flatten employees' resilience and erode the trust between PENGASSAN and Management.

A low/lack of resilience in employees would lead to burnout -with attendant health implications. Management should liaise with employees at all levels and be open and forthcoming with both external and internal stressors affecting the company. Being truthful and sincere about the company's situation will help employees to better prepare themselves for what is to come and propel them to be more resilient and productive.

Openness and truthfulness in communication that provides a win-win result for all involved will always be beneficial in the long run. An excellent industrial relations management approach requires that trust is built such that the Association and Management see each other as allies and not as foes. This is crucial to building and enhancing resilience in employees because it will foster a better and stronger relationship that provides the right support network.

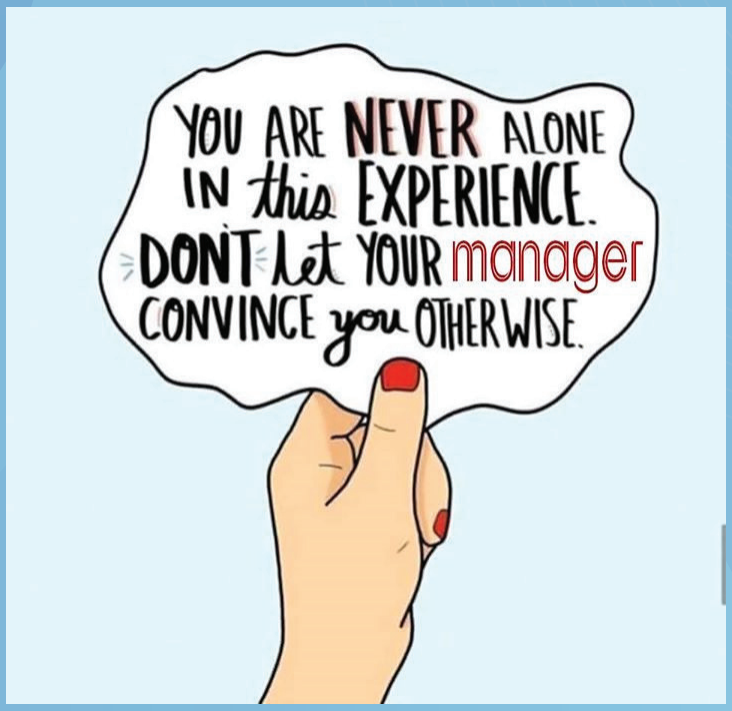


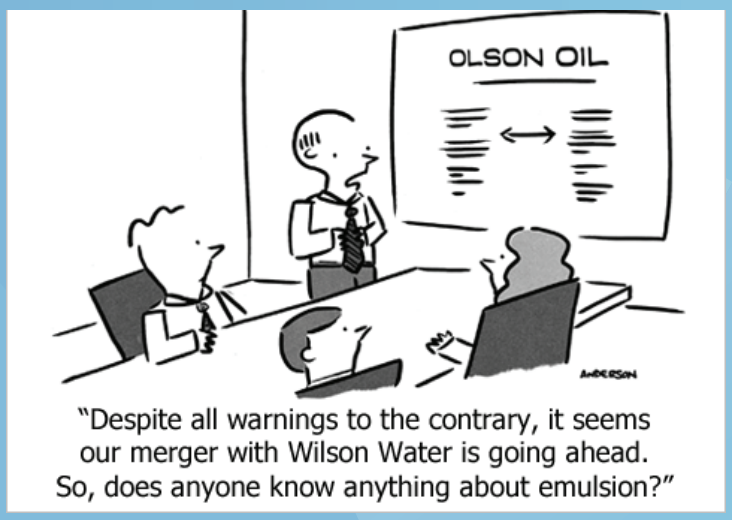
Com. Godstime Emiko

Building a relationship of trust between Management and PENGASSAN in CNL will create a positive work environment where employees thrive through effective teamwork,

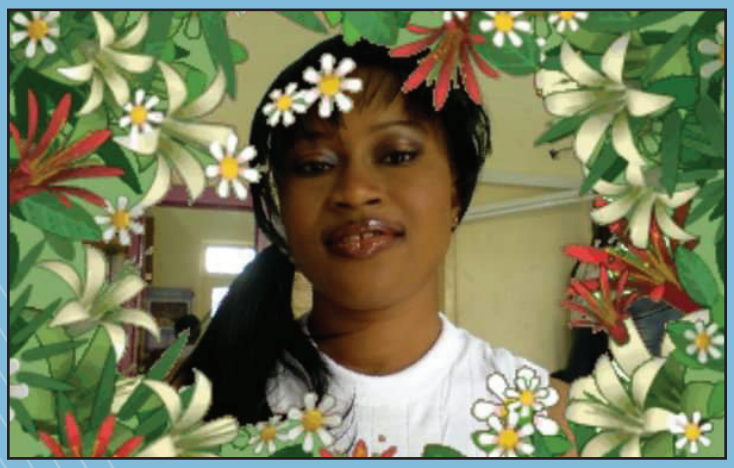
commitment and increased girth amongst employees. Management and employees shouldn't underestimate the importance and benefits of workplace resilience. They should find ways to work together in building and enhancing resilience because the studies done on it are astounding. For example, (Tugade & Fredrickson, 2004), in their research, found resilience to be associated with various positive emotional states - optimism, zest, curiosity, energy and openness to experience. The argument was that employees with these emotional states are more creative, inventive and insightful, and are of immense value to the workplace due to their resilience.

There's no doubt that excellent industrial relations management will create a productive environment that will be most beneficial to CNL and her employees. However, there should be room for open communication and negotiation using best practices. From here on, it goes right..





Adieu Our Fallen Comrade



Late Comrade Abigail Olabulo
Born Dec 5, 1980
Died Jan 13, 2021
Buried Jan 19, 2021



Know Your Executives

Good morning to you our "Wartime" Branch Secretary, Comrade Lavin Aghaunor and thanks for creating time out of your busy schedule to provide us more insight into your personality.

Opening Answer:

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

A1: I work with the Networks team within the Information Technology Division. I joined Chevron in 2007 after about 9 years in the Information Technology and Banking Industries.

I am married to a lovely wife and we have two adorable children. We are a closely knit family; I enjoy spending my free time with my immediate family.

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

A2: I first became an executive of an organ of PENGASSAN in 2013. Back then the Lagos Chapter Executive Committee had a vacant position that needed to be filled; I was approached, and I accepted without giving the idea much thought. Looking back being at the forefront of Industrial Relations in CNL has been a rewarding experience.

Q3. What is your motivation for accepting to serve as Branch Secretary?

A3: I once read somewhere that nothing exists solely for itself but rather to 'serve' others; service is a part of our existence. My motivation lies in the belief that we are stronger acting together than individually. PENGASSAN provides the opportunity to serve others as well as myself in ensuring a fair and equitable workplace. Specifically, I like to write, and I am constantly looking for opportunities to improve my communication skills through writing; the Branch Secretary position offered me the opportunity to do something I like while serving others.

Q4. What are your hobbies?

A4: My main hobby in 2020 was staying safe from COVID-19… So, I like to read, and I collect books. Reading offers me peace in a sometimes-turbulent world. In some instances, it helped change my perspective and provided new ideas. I have stumbled on solutions while glancing through the pages of a book.

In the past I dabbled into photography but was never able to find the time to develop it into a hobby; I am hoping someday I can revisit photography.

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

A5: The Branch Secretary works alongside other Branch Executive Council members to deliver the essence of a Trade Union – 'protecting jobs' and ensuring satisfactory working conditions. At the end when all is said and done, I would like to be able to say we delivered on the essence our existence.

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

A6: I have heard members refer repeatedly to executives as 'the ones in the Union'. Well, I would like all members to know that we are all in the Union and our individual actions/ inactions adds up to our collective success or failure.



Com. Lavin Aghaunor



Photo Stories



PENGASSAN President (Com. Festus Osifo) and NUPENG President (Com. Williams Akporeha) at the ongoing PIB Public hearing at the National Assembly



Comrade Chris Mala being sworn in as the Branch Treasurer by the new Warri Zonal Secretary, Comrade Wilson Asekutu



BEC Members and other members of CNL PENGASSAN with Comrade John John during his father's burial



The newly-elected Warri Zonal Secretary, Comrade Wilson Asekutu being sworn in



Management Team during the commencement of the CNL Branch 2020 Negotiations



Warri Zonal Officers during a picketing campaign in Warri