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CHEVRON PENGASSAN DIGEST

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Editorial

Comrades,
With a heart filled with joy and optimism for the future we bring you this edition of the PENGASSAN Digest. It is our hope that you will enjoy and learn from what we have put together for you this quarter. The Covid-19 pandemic seems to be under control at the moment but we continue to encourage you to stay safe and take all recommended precautionary measures very seriously. Life, however, is gradually returning to normal and we are hopeful our operations and work schedules will follow suit shortly.

Our distinguished Branch Chairman, Ete Oyegbanren has some important messages for us in this edition and our indefatigable Branch Industrial Relations Officer, is our special guest on the "Know Your Executives" section. The knowledge planet section is packed with very important lessons on the impact of inflation and devaluation on our income and the universal benefit of workers' unions which is the reason for the work culture we all enjoy today. Our appreciation goes to our ever valuable contributors Comrade Ken Mmebo and the Lagos Chapter Chairman, Comrade Edwin Koloh.

The Branch Affairs section touches on the plight of workers in remote platforms where the "rules of engagement" are usually jettisoned and our members are used like mere work tools. The section reviews this situation and provides suggestions on how this situation can be addressed. Our ever-dependable healthcare coach, Comrade Modupe Omiwade also provides a contribution culled from the Chevron health bulletins and presents us with some important facts on Tuberculosis. Finally, we have some picture stories for your viewing and reading pleasure.

Comrades, the struggle continues, to ensure we make this workplace a better place for us and for those coming after us. Truth and justice will always prevail.



Branch Chairman's Corner

Comrades,
Solidarity greetings to all members and Comrades in the continuous struggle for improvements in our working environment and benefits. The period has been quite challenging considering the changes in the local and global economy.
We are yet to conclude the 2020 Wage Reopener as Management has made every effort to run a business model where employees make sacrifices for the company and forgo any form of compensation. This has been the crux of the negotiations as every other alternative seems to result in arm twisting from Management which we have successfully deflected and will continue to do until we get a good and just reward for our efforts in 2020. We have some IR issues that we know will get the required attention from us and may require us to take a firm stand, where Management fails to do the needful as their counterparts in sister IOC's have done in recent times.
As an industry we are still facing the challenges of the Coronavirus pandemic. Even the initial euphoria that greeted the vaccines have all but faded due to the producing countries holding back on distribution until their domestic needs are fulfilled. In Nigeria we are making slow progress on the vaccination but there is still not enough to cover all frontline workers. More efforts are being made by the government to ensure a greater percentage are inoculated in due time.
We have continued to collaborate with National PENGASSAN and the support from our principal has been overwhelming. We have also worked very well with our NUPENG Comrades across all strata of workers within the Chevron labour ecosystem. This we intend to leverage on going forward to prevent Management from perpetrating the divide-and-rule tactics borne out of her anti-workers posture.



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Are "Out of sight" Offshore Workers exposed to fatigue and stress?

(Editor's Take)

There is an established link between fatigue and reduced cognitive functions such as slower reactions, ability to process information, memory lapses, absent-minded slips, and lack of attention. This can result in adverse consequences such as accidents and injuries as well as having an impact on health; shift workers can experience gastro-intestinal disturbance, can develop sleeping disorders, may resort to sedatives or stimulants, and can also experience social and domestic issues because of their working hours. There is a possible association with many health problems such as breast cancer, cardiovascular disease, and diabetes.

At particular risk of fatigue are so-called "fly-in, fly-out" oil and gas operations. This work arrangement transports individuals to geographically remote areas temporarily. They commute to and from the worksite instead of relocating themselves and their families permanently. Although the individual, an employee may only travel from home to the worksite once every month, or even less frequently, but the journey may be long, arduous, and involve crossing multiple time zones. Following travel to a different time zone or a change from day shift to night shift, the circadian clock needs time to adjust. During this adjustment period, employees' alertness and decision-making ability will be affected.

When on site, it's not uncommon for individuals to work 12-hour shifts seven days a week. Shift work and long and irregular hours are a mandatory component to maintain 24-7 production. The impact on shift workers is the reduced opportunity to achieve regular and restful sleep, which challenges the body's natural sleep-wake cycle.

These workers are at-risk of causing an incident when fatigued. Known hazards of offshore shift work include:

- Early starts before 6 am.
- Overtime beyond the 12-hour shift.
- Off duty call outs.
- Excessively long offshore tour without onshore breaks.
- Long periods of attention.
- Failure to provide back-up for "no-shows" or sickness absence.
- Tasks with low error tolerance combined with high consequences for that error.
- Shift and fatigue related safety critical tasks not identified, or risk assessed.
- Tasks with continuous high attention or vigilance levels such as process monitoring or watch keeping.
- Tasks with high physical demands.
- Long journey times prior to travel offshore and commencing shift on arrival at the installation
- Late arrival offshore due to delays and having to start nightshift without a rest period
- Room sharing with strangers on the same shift and different sleep patterns.
- People working outside the Vantage recorded areas and not having rest before being sent offshore.
- Contractors not giving their workers suitable rest periods when onshore, such as back-to-back trips or being required to work during leave time onshore.

Useful performance indicators and measures of fatigue include:

- The amount of overtime worked.
- The use of sleep medication.
- The extent that incident and accident investigations refer to fatigue.
- The extent that near miss reports refer to fatigue or tiredness.
- A record of previous fatigue or work-load related complaints.
- The willingness of the management and supervision to act in response to fatigue related issues.

Employers can reduce the risk of worker fatigue by:

- Examining staffing issues such as workload, work hours, understaffing and worker absences, scheduled and unscheduled, which can contribute to worker fatigue.
- Arranging schedules to allow frequent opportunities for rest breaks and nighttime sleep.
- Adjusting the work environment such as lighting, temperature, and physical surroundings to increase alertness.
- Providing worker education and training addressing the hazards of worker fatigue, the symptoms of worker fatigue, the impact of fatigue on health and

Branch Affairs

relationships, adequate quality and quantity of sleep and the importance of diet, exercise, and stress management strategies to minimize the adverse effects of fatigue.

Workers can promote restful, healthy sleep by following sleep hygiene recommendations. Here are some suggestions:

- Make sure that your sleep period is 7-9 hours daily without disruptions.
- Try to sleep at the same time every day.
- Avoid drinks with caffeine prior to bedtime to improve sleep quality.
- If working evening or nights, make sure that sleep has occurred within the last 8 hours before going to work.
- Make sure that the sleeping environment is comfortable, cool, dark, and quiet.
- Exercise regularly. Eat a balanced diet. Maintain a healthy weight.
- If you have difficulty sleeping, keep a sleep diary and talk to your doctor.

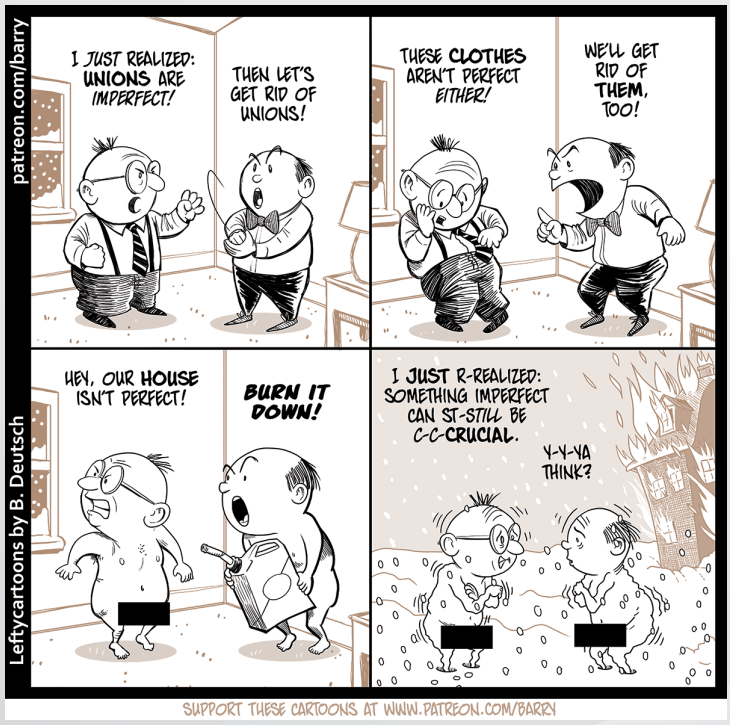
Credits:
https://www.ishn.com/articles/108217-fatigue-is-the-enemy-of-many-oil-and-gas-workers
Managing offshore shift work and fatigue risk (HSE, UK- 2018)



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Once again on behalf of the BEC I wish to say thank you for your continued and unalloyed support of 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.

BC





Health Corner

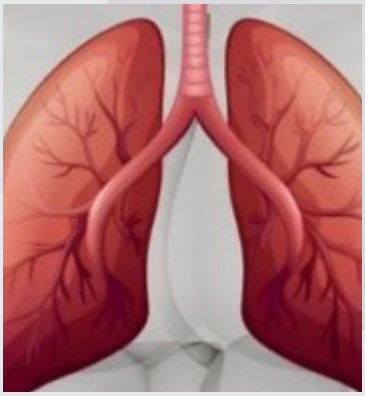
Tuberculosis Fact Sheet

What is tuberculosis?
Tuberculosis (TB) is a bacterial disease that usually affects the lungs, but it can affect any part of the body, including the kidney, spine, and brain. TB is usually spread from person to person through the air and it can become fatal if it is not properly treated.

Symptoms of tuberculosis
The general symptoms of TB can include:
- Feelings of sickness or weakness
- Weight loss
- Fever
- Night sweats

How does TB spread?
TB is caused by bacteria that is spread through the air when an infected person coughs, sneezes, spits or opens their mouth uncovered. These germs can remain in the air for several hours, and people who breath in air containing TB germs can become infected (latent TB infection).

Types of TB-related conditions
There are two kinds of TB-related conditions:
Latent TB infection is when TB bacteria can live in the body without making a person sick. If someone breathes in TB bacteria and becomes infected, the body can fight the bacteria to prevent it from growing. People with latent TB infection:



TB Picture

- Have no symptoms
- Do not feel sick
- Cannot spread TB bacteria to others
- Usually have positive TB skin test reaction or positive TB blood test

TB disease is when TB bacteria becomes active and the immune system cannot prevent them from growing. People with TB disease:
- Become sick
- Can spread TB bacteria to others
- Need treatment to treat TB disease
- Show symptoms like bad cough, chest pain, coughing up blood or sputum. fatigue, weight loss. lack of appetite, chills, fever, and night sweats

How is tuberculosis diagnosed?
A TB skin test or a TB blood test can be used to help detect TB bacteria. A positive skin test or blood test indicates if a person has been infected with TB bacteria but does not tell whether a person has latent TB infection or if it has progressed to TB disease. Other tests, like a chest X-ray and a sample of sputum. are needed to confirm TB disease.

Is tuberculosis treatable?
TB disease can be treated by taking specific medications for six to 12 months. exactly as prescribed by a health care provider. It is critical for people who have TB to finish the medicine as directed to keep from getting sick again and to avoid the likelihood of drug resistant TB.

Can tuberculosis be prevented?
TB can be prevented by stopping its spread from one person to the next. In addition, people with latent TB can use drug treatment to prevent the onset of TB disease, which is infectious. TB can be prevented by:
- Vaccine
- TB education
- Chemoprophylaxis

What are the risk factors of TB?
People at the greatest risk for developing TB disease are those who have a weakened immune system, or anyone in close contact with someone who has active TB disease. This can include:
- People with HIV
- People who have been recently infected with TB (in the last two years)
- People who inject illegal drugs
- Babies and young children
- Elderly people
- People who were not properly treated for TB in the past
- People with certain medical conditions, such as diabetes. certain types of cancer and being underweight



Comrade Omiwade Modupe

Inflation and Devaluation: The Case of the Nigerian Worker

Money is a generally accepted medium of exchange (for payment of goods and services), a unit of account, a store of value and standard of deferred payment. The expression "money is what money can buy" refers to the value of money, i.e., the amount of goods and services money can buy determines its value. This is the purchasing power of money. When the prices of goods and services rise, the purchasing power of money decreases. Inflation is a (measure of) general rise in the price of goods and services in an economy over a period. The higher the inflation figure, the lower the purchasing power of a unit of money in the economy. Thus, inflation is a decrease in purchasing power.

For trades between countries, the value of each currency (country's system of money) is determined by an exchange rate relative to each other. The exchange rate is regulated by the central bank but is hugely driven by the market forces of demand and supply. Devaluation is the lowering of the value of a country's currency relative to a foreign currency, within a fixed exchange rate system. The United States dollar (USD) is usually the foreign currency of reference for international transactions.

The duo of inflation and devaluation is a big "thorn in the flesh" of the Nigerian worker's income. While inflation is eroding value in the local economy, devaluation is extending a similarly devastating effect globally. The unsuspecting Nigerian worker may be at a loss as to why she earns 'more' year after year but can afford less. How have these economic factors bedeviled the purchasing power of the Nigerian workers? Let us look at their impact in numbers.

In the last 5 years (Mar 2016 – Feb 2021), the average consumer price index (CPI) as reported by the Nigerian Bureau of Statistics (NBS) is 14.00%. CPI measures inflation. This means that the price of items generally increased by 14.00% Per Year within the period. By compound interest, this is an increase by a factor of 1.925! Thus, to correct for the effect of inflation alone, a Nigerian worker's income of N100,000 in March 2016 has the same purchasing power as N192,500 in February 2021. Almost double!! So even when your income has doubled between 2016 and now, you can only afford the same things (in quantity and quality). In other words, doubling your income in 5 years has only maintained your lifestyle – no improvement. So you earn 'more' but cannot afford more. And if you innocently assume that your current 'higher' earnings can buy you more, you may find yourself in a series of debts.

The latest inflation report (Feb 2021 YoY) by the NBS puts the CPI at 17.33%. For example, goods and services purchased at N10,000 this time last year will now cost N11,730, a price increase of N1,730. As a way of reference, the US Labor Department reported an inflation of 1.7% for the same period.

How much has the Nigerian worker's income grown annually to keep up with headline inflation?

Within the same 5-year period (Mar 2016 – Feb 2021), the official Naira exchange rate to the US Dollar by the Central Bank of Nigeria decreased from N196.5 to N379.5. This is a devaluation of 93.13%! So $1000 which was equivalent to N196,500 in March 2016 is now equivalent to N379,500. Conversely,

a salary of N196,500 in March 2016 (worth $1000) is worth only $517.79 in February 2021. This is where employers who earn in foreign exchange are at an advantage, e.g. IOCs. For instance, even if an IOC doubles the income of her Nigerian worker between March 2016 and February 2021 - say from N196,500 to N393,000 – that is only an increase from $1000 to $1035 (0.00035%) or $35 in 5 years!

In the analysis of devaluation above, the official exchange rate from the apex bank was used. However, this official rate is only available for a handful of approved items. The exchange rate easily accessible is the parallel market rate, which currently is at ~N100 above the official rate. For the import dependent local economy, consumption of foreign goods and services is directly or indirectly at the parallel market rate.

The foregoing analysis indicates that for a Nigerian worker to simply maintain the same lifestyle, a minimum income increase of 15% per year is required to offset the effects of inflation and devaluation. While employers are enjoined to make conscious efforts to improve the benefits of her workforce, the onus is on the Nigerian worker to state the case of his dwindling fortunes at any opportunity. It is a win-win for any organization when both management and staff can afford improved lifestyles with their earnings. This is the basic intent of employment.



Comrade Ken Chinedu

The Importance of Unions for Economic Advancement

On March 1, 2021, the 46th President of the United States of America, Joe Biden, voiced his support to Amazon workers in Bessemer, Alabama, and all other workers in the US to unionize as provided by the law. he illuminated the importance of unions to economic advancement when he said: "I have long said, America wasn't built by wall street, it was built by the middle class, and Unions built the middle class. Unions put power in the hands of workers. They level the playing field. They give you a stronger voice for your health, your safety, higher wages, protections from racial discrimination and sexual harassment. Unions lift up workers, both union and non-union, and especially black and brown workers."

The president's remarks quoted above which is regarded by many as one of the most high-profile endorsement of unionizing the workplace is a testament to the role unions play to foster economic advancement. Trade unions have proven to be a key partner in the economic development of nations in their relations with individual employers, business associations, the state, and the public at large. The following is a brief narrative on the universal value of unions.

1. Trade Unions help Improve Productivity

In an International Labour Organization (ILO) Manual titled: "Productivity improvement and the role of trade Unions: A worker's educational manual", edited by Muhammed Mwamadzingo and Paliani Chinguwo, it is stated interalia: "The importance of the concept of productivity can be derived from the ILO Constitution. The rationale of the ILO Constitution adopted in 1919, for the first time in history made people believe that

economic growth could in fact be achieved not only without condemning the working class to inhuman conditions, but through actively promoting the respect for human dignity of the working people.

The 1944 Declaration of Philadelphia which defines the mandates of the ILO includes as one of the concerns of the ILO the promotion of the cooperation of Management and Labour towards productive employment.

Consequently, the Unions' drive for better deal and dignity of labour is ultimately for the improvement of productivity through worker's motivation, fair play and equitable distribution of profits from value added.

2. Collective Bargaining

Through collective bargaining and negotiations at enterprise level, industry/ sector level or national level, Trade Unions ensured an equitable distribution of wealth based on value-added. The benefits of collective bargaining were transmitted to a broad spectrum of society in terms of wage and nonwage benefits, particularly through a reduction of working time. More importantly, unions helped maintain a wage structure which minimized income disparities between workers. In the process they managed to correct an imbalance in distribution which markets tended to create.

3. Providing a Voice for Workers through Representation

The democratic and representative role of providing voice and identity to Labour at the workplace, and in society at large includes: (a) representing workers in individual grievance procedures; and (b) giving voice to labour's views on economic and social policies at all levels including enterprises.

4. Minimizing Risk of Exclusion

The social role of minimizing the risk of exclusion in an industrial society is achieved by:

(a) promoting solidarity among workers in different sectors and occupational groups.

(b) providing special services to members of unions; and

(c) serving as an anchor for broad-based social movements sharing similar values and goals.

5. Social Cohesion

Unions nurtured social cohesion by involving themselves in the design of institutions which guaranteed a secure income and decent living standards in society.As industrialization and economic growth led to major changes affecting the age, gender and skill composition of the workforce, a new range of issues emerged for consideration by the unions. Over the years, they embraced a broader agenda including health care, leisure, recreation, retirement, and non-wage benefits from employment. They appeared on new representative bodies and platforms for dialogue, and decisively influenced the content of social policy.

There is no doubt anywhere, except in the minds of people who prefer slaves to freemen that partnership between the Management of organizations and the Unions is a mutually beneficial relationship. The company is always the winner and sustainable profitability is always guaranteed.



Comrade Edwin Koloh
Lagos Chapter Chairman

Know Your Executives

Good morning to you our indefatigable Branch Industrial Relations Office, Comrade Michael Akata, and thanks for creating time out of your busy schedule to provide us more insight into your personality.
Opening Answer: Thank you Comrade. I am delighted for the opportunity.

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

A1: My name is Akata Michael Biboebi, a native of Odoni Town in Sagbama LGA in Bayelsa state. Izon by tribe and a core Niger Deltan. I Live in Yenagoa, Bayelsa state but was born in Ikeja, Lagos state. I am married to a God sent Izon woman with four blessed kids. I graduated from the Rivers state University of Science and Technology with a B.Sc. in Electrical / Electronic Technology in the year 2004. Shortly after, I Enrolled in the Chevron OPITO 3 program in 2008 and was deployed to the Agbami FPSO as a Mechanical Technician. I am presently still on the FPSO as an Associate Mechanical Systems Specialist.

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

A2: I have been a unionist and activist right from my University days. I Joined Pengassan in 2011 and was mentored under the leadership of Comrade George Ekanem, who was then the Deepwater Chapter Chairman. I have held the following positions in Pengassan
Deep Water Chapter PRO – 2014 - 2017
Chevron Branch IRO – 2017 - 2020
Chevron Branch IRO – 2020 – Till date

Q3. What is your motivation for accepting to serve as Branch Industrial Relations Officer?

A3: I have long been motivated by the poet Lutheran Pastor Martin Niemoller – "First they came" where the Poem is mainly about the cowardice of the intellectuals who chose to do nothing and remain silent because the issue was not on their doorsteps. And when it came close to them, it was too late for them to respond and there was no one to help.
With this in mind, I saw an opportunity to work with other intellectuals in the BEC, to stand firm and address the injustice and exploitative working conditions being suffered by the workforce at the hands of the Management team through effectively bargaining for better wages and providing an effective support system for all employees.

Q4. What are your hobbies?

A4: I love football and playing indoors games

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

A5: I will say my tenure is successful when I leave office if the industrial disharmony and challenges in the company is brought to its lowest level, if not totally eliminated, and effective collaboration is the preferred choice to resolve issues.

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

A6: The worst Union is better than no Union so remain stead fast and support the Union struggle for this is not the time to be on the fence.
Solidarity ..... Forever



Comrade Michael Akata
CNL PENGASSAN Branch Industrial Relations Officer

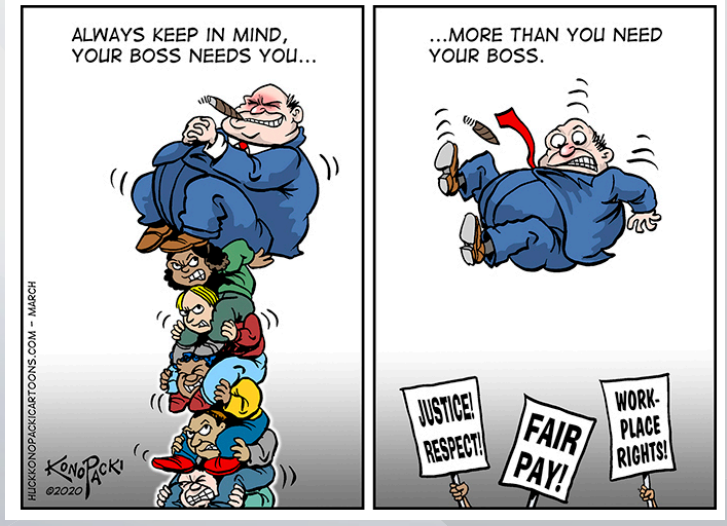


Photo Stories



CNL PENGASSAN Executives and Members of the CNL IR team with PENGASSAN President, Comrade Festus Osifo at the burial ceremony of the mother of Comrade Oyegbanren



Cross-section of BEC members at the Branch Chairman's mother's funeral in Koko, Delta State



Cross-section of CNL PENGASSAN members at the Branch Chairman's Mother's funeral



The CNL PENGASSAN Branch WIP, Comrade Kate Anyadimaju with other CNL Branch WIP members at the 2021 Trade Union Congress Women's day celebrations in Abuja



PENGASSAN President Comrade Festus Osifo in a group photograph with Comrade and Mrs. Oyegbanren and other comrades during the funeral ceremony of Branch Chairman's Mother



PENGASSAN President, Comrade Festus Osifo with Former Acting President, Comrade Frank Esanubi at the funeral of the mother of Comrade Ete Oyegbanren