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CHEVRON PENGASSAN DIGEST

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

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Editorial

Comrades,

The 2020-2023 BEC is approaching the end of her tenure and it is time for every member of CNL PENGASSAN to get actively involved in the selection process for a new set of leaders. This process begins with the Chapter Executive Committee elections, which is about to kick off. Every comrade should join the search for credible, competent and courageous comrades in our ranks who have the right character for servant-leadership. The Association also needs to improve gender inclusiveness in the constitution of leadership at the Chapter and Branch levels. Gone are the days when the Women-in-PENGASSAN position was sufficient for women representation. We need more members of the female gender to come on board. The value this will create for the Association cannot be overemphasized.

In this edition our Branch Chairman, Ete Oyegbanren invites us to prepare and participate actively in the forthcoming Chapter and Branch elections. The Lagos Chapter Secretary, the Branch Women-in PENGASSAN Chairperson, the Warri Chapter Chairman and the Port Harcourt Zonal Internal Auditor are our guests in the "Know Your Executives" section. The erudite, Comrade Ken Chinedu, from Escravos Chapter, discusses hours of work and years of service and tries to make a case for addressing the seeming disadvantage of rotational work in the fair calculation of retirement benefits.

We also bring you highlights of the 2022 wage reopener negotiations opening ceremony. Comrade Modupe Omiwade, in the health section, presents us another reminder on a commonly under-reported illness, Tuberculosis (TB) with some tips on how to diagnose and manage the condition. Our usual picture stories and cartoons have also been put together for your reading and viewing pleasure.



We continue to solicit for more articles for publication. Any article that addresses labor issues, workers' welfare and solidarity will be very much welcome.

See you next quarter.

Branch Chairman's Corner

Comrades,

Solidarity greetings to all members and comrades in the struggle and thank you for all your prayers, support, and encouragement.

I want to, on behalf of the BEC, appreciate all members for their resilience in these times; thankfully we have returned almost fully to our normal lives. We are happy that our offices have been opened and we are making progress towards normalcy in all operational areas.

We have begun our 2022 Wage Reopener but as we all know the dynamics of the current situation is very fluid considering the economic challenges of our country. While the price of crude oil and gas has been in very good regions, we are encouraged with the realizable expectations that our labors of the last two years would be rewarded at this time.

We are fully aware that the dearth of manpower requires intervention and this we will continue to highlight with Management. We acknowledge that there are issues with our medical facilities amongst other IR issues; we have continued to demand changes. It is, however, becoming clear that we may have to act strongly for the desired effects to happen, we sincerely hope that Management will do the needful.

Comrades, the elections are here again for the next set of members who will serve at both the Chapter and Branch levels. Kindly participate actively; it is our responsibility to elect credible and competent leaders. Permit me to also use this opportunity to ask that we all register with INEC and obtain our PVC to participate in the next general elections in Nigeria.

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 labor arena and the BEC is very appreciative. Stay safe and healthy. Solidarity! Forever! Till we see again next quarter, God bless.



Kick off of CNL/PENGASSAN 2022 Negotiations

-PENGASSAN president, Comrade Festus Osifo urges Chevron CMD to remember employees-

The president of the Petroleum and Natural Gas Senior Staff Association of Nigeria(PENGASSAN), comrade Festus Osifo at the pre-negotiation training held for both Chevron IR management and CNL PENGASSAN Branch Executive Council members on June 27, 2022 at the Sheraton Hotel, Ikeja, Lagos, urged Chevron Chairman and Managing Director, Mr Rick Kennedy to be magnanimous enough to adequately reward employees these period of fantastic boom in the Oil and Gas Industry. Comrade Osifo opined that PENGASSAN members showed uncommon understanding to the IOCs when the chips were down during the pandemic when the price of crude oil plummeted to ridiculously low rate and called on Chevron management to return the good gesture of employees during the trying period.

He congratulated the CNL CMD for being fortunate to be the Chairman of OPTS at a time like this when the industry is experiencing a huge boom. He recalled the support and collaborative efforts PENGASSAN extended to OPTS in various areas and at different times, including PENGASSAN inputs to the Petroleum Industry Act(PIA) which is largely benefitting the industry currently.

He encouraged management to show understanding, especially during this period of unpleasant economic situation to ensure speedy closure of this year's wage reopener negotiation.

Complimenting the President's demand for employees, the CNL PENGASSAN Branch Chairman, comrade Ete Oyegbanren noted that a good number of the Association's members are heavily stagnated and management as a matter of urgency should clear the stagnation list this year by promoting them to the next PSG.



Mr Rick Kennedy, CNL C&MD, giving his opening address during the event

In his response, the Chairman and Managing director of CNL beckoned on PENGASSAN to partner with the company to overcome the litany of challenges in Nigeria's business environment. He noted that the company has to be able to compete globally. He mentioned that Nigeria is a challenging business environment with high cost of operation. "We have a mandate to be cost effective, remain competitive, grow the business and focus on the long-term sustainability of the Company", the CMD said.



PENGASSAN President, Comrade Festus Osifo giving his opening remarks during the event

Furthermore, the CNL CMD cited the company's four upstream aspirations as the business' cornerstone which is being exercised in NMA to ensure Chevron's continuous operation in Nigeria.

Other top management staff who were present and also spoke at the event, reiterating CMD's call for caution to ensure the company's longterm health were the Joint Venture Director(JVD), Mr Monday Ovuede, the Business Services Director, Mr Cosmas Nwueze, the Human Resources Director, Mrs Idowu Okonzua.



Comrade Koloh Edwin



Health Corner

Headache

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 can be emotional upsets, such as stress, depression, or anxiety. Medical conditions, such as migraine or high blood pressure. Physical issues, such as an injury. Environmental challenges, 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.

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 lasting 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.



Comrade Omiwade Modupe



Hours at Work and Years of Service

A Case Study of CNL Field Employees

Section 13(1) of the Nigeria Labour Law provides that normal hours of work in any undertaking shall be those fixed:

1. By mutual agreement; or
2. By collective bargaining within the organization or industry concerned; or
3. By an industrial wages board, where there is no machinery for collective bargaining.

Section 13(2) provides that hours which a worker is required to work in excess of the normal hours fixed in Section 13(1) above shall constitute overtime.

In compliance with the Nigeria Labour Law, the normal hours of work in CNL is fixed by collective bargaining. In Article 14a of the 2021 PENGASSAN CBA, the normal hours of work is fixed at 8 hours per day or 40 hours per week for office locations.

Thus,
Normal hours of work per week = 40 hours.
There are 52 weeks in a year. 52 x 7 = 364 days.
Therefore, normal hours of work per year = 40 x 52 = 2080 hours.

For field locations, the company agrees in Article 14b of the CBA to operate a system of 14/14 rotational schedule (employees alternating with expatriates shall work 28/28 rotation). The normal number of working hours per day shall be 12.

Thus,
Each rotation of 14/14 is 28 days (14 days on duty, 14 days time-off).
Normal hours of work per rotation = 12 x 14 = 168 hours.
There are 13 rotations in a year. 13 x 28 = 364 days
Therefore, normal hours of work in a year = 168 x 13 = 2184 hours.
The base pay of CNL employees is based on the 40-hours per week (i.e., the office location hours of work per Article 14a of the CBA). Each month's Monthly Basic Salary represents an average of 173.33 hours per month. This is arrived at by dividing the hours worked in a year by 12 months (i.e. 2080/12 = 173.33). This base pay is irrespective of the employee's work location or rotational schedule. So for a given Pay Salary Grade, the difference between one employee's MBS and another is a result of the difference in Competitive Objective (or compa-ratio), and not whether they work in Abuja or Agbami, Escravos or Lekki, or on cross posting to Angola or Houston.

Since employees in field locations work a scheduled 2184 hours in a year (which is 104 hours or 5% more than office location hours), and since they also work through weekends and public holidays which should normally constitute overtime in line with Section 13(2) of the Labour Law, an allowance of 10% of MBS is paid to field employees every month to compensate for the extra hours. This is also contained in Article 14d of the CBA.

It is evident from the above that the office location hours of work is the reference case for all remunerations related to hours of work. This article attempts to take a fresh look at the hours of work of field employees and its impact on the definition of their years of service, based on office location as a reference case. The following designations are hereby made and are interchangeable throughout the article:

Office-based CNL employees = reference case

Field-based CNL employees = case study

For the avoidance of doubt, the analyses and arguments presented in this article are without prejudice to office-based CNL employees. Mentions are merely a furtherance of the premise of a reference case as established in preceding paragraphs, and purely for the purpose of discussion.

In a calendar year, an office-based employee has a scheduled 2080 hours of work. This is equal to 23.81% (or ~ 87 days) of the entire year. A balance of 76.19% of the year (or ~277 days) is thus available to the employee to spend as their own personal time, "free from any encumbrances". This also earns the employee a year of service.

In the same vein, a field-based employee has a scheduled 2184 hours of work in a calendar

year and also earns a year of service thus. This is equal to 25% (or 91 days) of the entire year. A balance therefore of 75% (or 273 days) of the entire year should be available to the employee to spend as their own personal time, "free from any encumbrances'. Right? Well, not quite.

To clearly and comprehensively compare the personal time available to both cases, the term 'hours at work' will be introduced here to define the total time an employee spends at company premises per normal schedule.

For the reference case, hours at work (in a year) = 2080 hours = hours of work

For the case study, for each scheduled 12 hours of work per day, the employee spends an extra 12 hours at company premises while off duty; thus, hours at work (in a year) = 2 x 2184 hours = 2 x hours of work.

Thus, in a calendar year, the field employee spends 50% of the entire year at work and has a balance of 50% as personal time, compared with the reference case which spends 23.81% of the entire year at work and has a balance of 76.19% as personal time. But both earn the same one year of service.

Table 1: Comparison of a calendar year

	Reference Case	Case Study
Scheduled hours of work	2080 hours	2184 hours
Total hours spent at work	2080 hours	4368 hours
Hours paid for	2080 hours	2184 hours
Hours not paid for	0	2184 hours
Percentage of the year scheduled for work	23.81%	25%
Percentage of the year spent at work	23.81%	50%
Percentage of the year paid for	23.81%	25%
Percentage of the year at work but not paid for	0%	25%
Years of Service earned	1	1

From Table 1, it can be seen that in a calendar year the paid hours of the case study is 105% of the reference case. The non-paid hours spent at work by the case study is also 105% of the paid hours of the reference case. The total hours spent at work by the case study is 210% of the reference case!

In the context of 20 calendar years, the office based employee would have had 15.24 years of personal time while the field employee would have had 10 years of personal time. Within that 20 calendar years, the field employee spends 10 years at work, 5 years of it unpaid for and spent 'idle' under company's "closed-camp" policy while the office based employee spends 4.76 years at work. But both would earn the same number of years of service.



Comrade Ken Chinedu

To be continued in next edition



Know Your Executives

1. Comrade Azubuike Nyenke, Port Harcourt Zonal Auditor Officer

Good morning to you, our able Port Harcourt Zonal Auditor, Comrade Azubuike Nyenke and thanks for creating time out of your busy schedule to provide us more insight into your personality.

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

A1: I work with the operations team on Agbami FPSO and was a one-time Chapter Secretary for Deep Offshore Chapter of CNL PENGASSAN. I am married with three children. I am a mechanical engineer, by training.

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

A2: I have been in the forefront of unionism for eleven years.

Q3. What is your motivation for accepting to serve as Port Harcourt Zonal Auditor?

A3: I have served in the branch but was motivated to take some organizational insights gotten from the branch to the zone. Chevron branch is known to have well-articulated and tested processes that are sustainable. I felt a need to extend these best practices to the zone.

Q4. What are your hobbies?

A4: I have always found traveling, playing, and watching football interesting.



Comrade Azubike Nyenke, Port Harcourt Zonal Auditor

Q5. How would you measure a successful tenure at the end of your service as Port Harcourt Zonal Auditor?

A5: As a team player a successful tenure would have been achieved, as I continue to work with the Port Harcourt ZECOM and the CNL BEC to sunset all burning IR issues. I will also count this tenure successful, having been fortunate to be part of the team that initiated and carried out the seamless relocation of the new Port Harcourt zonal office to the Francis Olabode Johnson (FOJ) event center and with the offices fully furnished.

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

A6: This is an opportunity to thank all comrades in the branch for the continuous support to the Association and to encourage all to be vigilant and make themselves available to serve. PENGASSAN will not die in our time.

2. Comrade Catherine Anyadimaju, Branch Women-in-PENGASSAN Chairperson Chairman

Good morning to you our able Branch WIP, Comrade Catherine Anyadimaju and thanks for creating time out of your busy schedule to provide us more insight into your personality.

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

A1: - I am Comrade (Mrs) Catherine Chidinma Anyadimaju, popularly known as Ugosimba in my Community, e-babe by my distinguished Comrades and Baby K among my fellow employees and my Church Ministers. I am the Branch Women-in-PENGASSAN Chairperson and the Treasurer of the Women Commission – Trade Union Congress (TUC), Lagos Zone.

I was born in Kaduna and hail from Ihitenansa in Orsu LGA, Imo State. I work in the SCM department of CNL. I am a graduate of Purchasing and Supply Management from Kaduna Polytechnic and the Institute of Management and Technology and hold a Masters in Public Administration from the Enugu State University of Science and Technology. I am also a Wife and a mother of two lovely Children – Chisom and Chidera.

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



Comrade Kate Anyadimaju, CNL PENGASSAN Branch Women-in-PENGASSAN Chairperson

A2: - My love for unionism dates back to when I was in the tertiary institution.

This serve as a catalyst for joining union activities in Chevron Nigeria Limited, some years back.

I have been a very active

unionist in the past years but have been in the forefront of unionism in the last five years. I was the Port Harcourt Chapter Secretary from 2017 to 2019, Branch Women-in-PENGASSAN Chairperson from 2020 to date and Trade Union Congress (TUC), Lagos Zone.

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

A3: My motivation to serve as Branch WIP is to fill the vacuum that has been created as a result of women shying away from Union activities, making it look as if it is only a men's affair. My acceptance for the WIP position has motivated and encouraged many women to come out and be bold enough to fully participate in unionism. In a nutshell, my primary goal for accepting to serve is to encourage women to be part of the activities.

Q4. What are your hobbies?

A4: My hobbies include:
Singing praise songs, listening to gospel/worship songs, dancing, traveling, socializing with real friends and identifying with the less privileged in the society.

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

A5: I want to see women in our branch participating and showcasing their talents in unionism. I have encouraged and facilitated the attendance of women at union programmes organized at the Branch, Zonal & National levels including other National programmes organized outside Pengassan. Women in my branch are happier as they have seen the benefits of being a unionist. I have also represented women through the WIP position on the negotiating table. My representation has brought enthusiasm to the women members, fostering inclusion in the Association.

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

A6: Words of Wisdom to my fellow women in CNL which is my core constituency are these:
•Come out, don't be timid, be bold, embrace Unionism as it will help to open your eyes and take you to an enviable height.
•It is possible to combine your work, unionism, family and marital responsibilities as a Union executive.
•Let time management be paramount in your planning.
•Always be in good relationship with your spouse (husband) as their support and prayers will always bring blessings and make the way smoother for you.
•Finally, be prayerful and have a cordial relationship with God your Creator.

3. Comrade Babasola Adegbuyi, Lagos Chapter Secretary

Good morning to you our able Lagos Chapter Secretary, Comrade Sola Adegbuyi and thanks for creating time out of your busy schedule to provide us more insight into your personality.

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

A1: I am a native of Ijebu-Igbo in Ogun State. I graduated from Ogun State University (now Olabisi Onabanjo University) with a bachelor's degree in accounting and hold an MSc in International Finance and Economics. I am a member of the Accounting, Taxation and Economics professional bodies. I was a gubernatorial candidate in the 2019 general elections in Ogun State. I am presently an Internal control and audit coordinator in the finance department.

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

A2: - I have always been a stand-alone activist right from my university days but decided to develop myself by serving in the students' union in different capacities before graduating. I was oblivious to the norms of unionism in organizations like Chevron until a few months after joining the company as a contract staff when PENGASSAN executives called for an industrial action. I listened to the Chairman addressing the congress and I was shocked to learn that labor issues were not solved in Management Conference rooms without the union's action. I then decided to always be involved in unionism. I became the NUPENG financial secretary as a contract staff. Few years after I became a regular employee, I discovered another opportunity to serve the people. I was nominated as the Lekki Unit Coordinator after

my predecessor was transferred out of Lagos and was elected the Lagos Chapter Treasurer in the election that took place in 2017. In 2019, I was elected Lagos chapter Secretary till date.

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

A3: To be the voice of the voiceless; to be a solution provider to matters of interest for both employees and management. My primary interest is always to improve the welfare of the people.

Q4. What are your hobbies?

A4: I love traveling, discussing politics, the economy, and investments. In fact, I do political and economic analysis for some media houses in both Lagos and Abuja.



Comrade Babasola Adegbuyi,
Lagos Chapter Secretary

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

A5: The first objective of any union is the interest of the congress. If that fails, all has failed.

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

A6: Keeping silent makes things worse. Fight when you need to fight. Make peace when it is necessary. Never allow promises to determine your future. If it is necessary, fight for it.

4. Comrade Williams Aiyemo,
Warri Chapter Chairman

Good morning to you our able Warri Chapter Chairman, Comrade Williams Aiyemo and thanks for creating time out of your busy schedule to provide us more insight into your personality.

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

A1: My name is comrade Aiyemo Williams Otimeyin. Educational Qualifications—B.Eng.—Mechanical, M. Eng.---Industrial Engineering.

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

A2: 2015 till date.

Q3. What is your motivation for accepting to serve as Warri Chapter Chairman?

A3: An improved working condition. The Chapter is a strategically located business unit. Considering the huge support provided by the employees to support operations in Escravos and our other field locations, it has become crystal clear that employees should be adequately provided for and be rewarded adequately.

Q4. What are your hobbies?

A4: Reading.

Q5. How would you measure a successful tenure at the end of your service as Warri Chapter Chairman?

A5: Great. A successful tenure for me is a happy and very optimistic congress who know they have representatives that have their welfare at heart.

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

A6: Leveraging on the current happenings in the company today, the union remains our key assurance for continued engagement with the management of the company. With God Almighty on our side, and our individual support to the Chapter and the Branch, that assurance will never cease.



Comrade Williams Aiyemo,
Warri Chapter Chairman

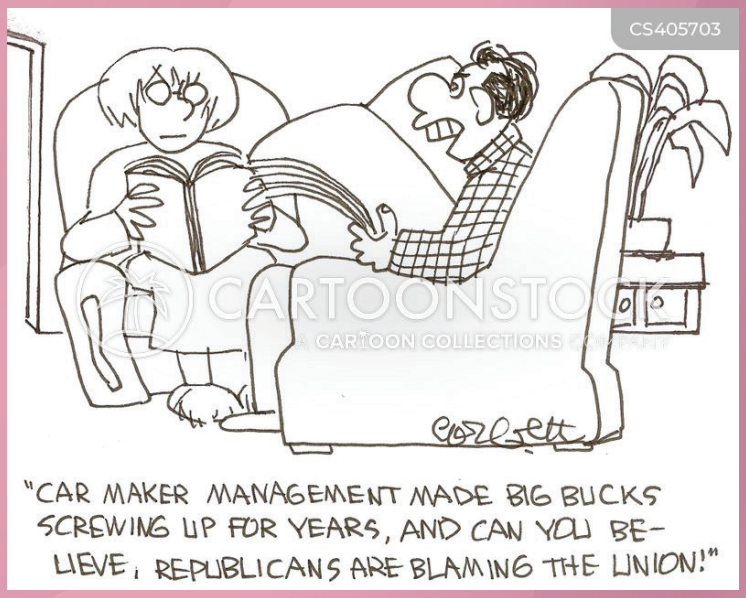


Photo Stories



BEC Members in a group photograph with CNL HR_IR team during the 2022 Wage Reopener Pre-Negotiations Training held in June 2022, in Lagos



Branch Executive Council Members during the 2022 Wage Reopener Pre-Negotiations Training held in June 2022, in Lagos



CNL BEC representatives during the TUC National Delegates Congress and Elections held in Abuja in July 2022



Comrade Ete Oyegbanren, CNL BEC Chairman, giving his opening remarks during the 2022 Wage Reopener Pre-Negotiations Training held in June 2022, in Lagos



From left, Mr. Monday Ovuede (JVD), Mr. Rick Kennedy (C_MD), Dr. Idowu Okunzua (HR_MD) and the BEC Chairman, Comrade Ete Oyegbanren at the 2022 Wage Reopener Negotiations Opening Ceremony in Lagos, in June 2022



Members of the Escravos CEC in a group Photograph after the 2Q2022 CEC Meeting held in July 2022, in Lagos