

## MEMORANDUM OF AGREEMENT

March 30, 2006

Chevron, San Joaquin Valley Business Unit (hereinafter referred to as the "Company") and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union (United Steelworkers) (to be known in short as United Steelworkers and with the acronym USW) and its Locals 219 and 12-6 (hereinafter referred to as "the Union" and both hereinafter referred to as "the Parties") agree to the revisions to the Formal Training (Appendix B) as it exists in the Collective Bargaining Agreement dated February 1, 2002, as well as all other items in these negotiations as referenced below.

1. Add Article V, D, 4, b: Examinations

- CBT's will consist of modules that reside in Knowledge Planet, and test scores will be immediately available following completion of CBT
- Employees will be grandfathered into like tests taken under CBA dated 2/01/2002, if completed prior to these negotiations.

2. Amend Article V, D, 4, d (3) to read:

All employees are considered "grandfathered" with respect to formal training for those job classifications where formal training is complete as of \_\_\_\_\_. To become qualified after \_\_\_\_\_, completion of the revised formal training is required (see Appendix "E").

3. Revisions to Appendix B:

Operator	
Course Source & Number	Course Title
ERTC – OTP Level 1000 (CBT based provided by ERTC)	Oil and Gas Overview
	The Well
	The Tree
	Flowlines and Headers
	Oil and Gas Separators
	Intro. To Pneumatic Instrumentation
	Basic Hand Tools
	Piping, Valves and Fittings

CRAFTSMEN – I&E	
Course Source & Number	Course Title
ICS – 4040	Transformers
ICS – 086053	Controlling Industrial Motors (Replaces 6699 A&B)
ICS – 5177EM	National Electrical Code 2002 (We use 1999 NEC)

ICS – 6036	Electrical Blueprint Reading (new number)
ICS – 4032	A-C Motors
ICS – 4041	Transformer Operation
ICS – 4042	Distribution & Power Transformers
ICS – 6038	Local Distribution of Electric Power (new number)
ICS – 6538 A-B	Protective Relaying
ICS – 6613	Switchgear
<i>Half-Way Point</i>	
ICS Block A-21	DC Principles
ICS Block A-22	AC Principles and Components
ICS – 6022	Electric Schematic Diagrams
ICS – 4018 A	A-C Circuits, Principles of
ICS – 4018 B	A-C Circuits, Principles of
ISA Level 1 Training	Complete ISA Level 1 training within 1 year of becoming Craftsman I&E
ICS Block A-23	Analog Circuit Measurement (includes 086025-086027)
ICS – 086E02	Electrical Wiring Practices
ICS – 006010	Motor Control Fundamentals (PLC)
ICS – 006011	Industrial Motor Control #1 (PLC)
ICS – 006012	Industrial Motor Control (PLC)
SJV – 1389A	General Requirements for Electrical Safety (CT Specification)
SJV – 1387A	General Requirements for Installation of Electrical Equipment (CT Specification)

#### CRAFTSMEN – Machinery Repair

Course Source & Number	Course Title
TCP Training Systems Unit 302	Selecting and Using Lubricants
TCP Training Systems Unit 303	Understanding Drive Components and Their Applications
<i>Half-Way Point</i>	
TPC Training Systems Unit 304	Selecting and Maintaining Bearings
TPC Training Systems Unit 306	Piping Systems
API – PILOT- Order 1084	Internal Combustion Engines

#### CRAFTSMEN – Instrumentation

Course Source & Number	Course Title
PETEX	Field Handling of Natural Gas
API-RP 2529	Measuring, Sampling & Testing of Natural Gas Fluids

ERTC – OTP 1000 CBT	Intro. To Pneumatic Instrumentation
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All Head Operators	
Course Source & Number	Course Title
Learning & Development	Reinforcement Based Leadership
Learning & Development	Time Management
Learning & Development	Operational Excellence – Leadership (OELS)
Learning & Development	Dealing with Conflicts

4. Amend Appendix C as applicable based on the new curriculum.

Current Course	Time Test Limit
Field Handling of Nat. Gas	2.5
Meas. Samp & Testing Nat. Gas Fluids	1.5
Engines	2.5
Drive Components	2.5
Bearings	2.5
Piping Systems	2.5

5. All employees that were hired in December 2005 and January 2006 will be given 12 months to complete the CBTs from date of ratification.
6. The Parties will perform “contract cleanup” associated with these changes with the next printing of the Collective Bargaining Agreement.

This Memorandum of Agreement is subject to ratification within fifteen (15) days from the date of this offer. The new training will be effective upon ratification by the membership.

Agreed to and accepted this 30th day of March 2006.

For the United Steel, Paper and  
Forestry, Rubber, Manufacturing,  
Energy, Allied-Industrial and Service  
Workers International Union

  
Saul McGarity

For Chevron  
San Joaquin Valley Business Unit

  
Marilyn Tate