

**PROPOSED**  
**National Oil Bargaining Program**  
**Industry/Union Extension Offer Procedure**

From time to time the Union has been faced with contract extension overtures from the Oil Industry. Time constraints and other issues impacting such discussions require procedures different from those defined by the National Oil Bargaining Program language addressing traditional pattern bargaining. Contract extension discussions/bargaining shall be carried out as follows:

1. In the event the Industry lead company makes an inquiry to the Vice President concerning an extension to any current National Oil Bargaining pattern agreement, he/she shall inform the members of the National Oil Bargaining Policy committee as soon as practical and advise them of the basic issues included in the extension discussion.
2. The National Oil Bargaining Policy Committee shall be charged with consulting with the bargaining groups from Local Unions within their District with regard to these issues. Following consultation with the Local Unions/groups in their respective Districts, the National Oil Bargaining Policy Committee members will by a majority vote decide whether to carry the process forward to discontinue discussions.
3. If the National Oil Bargaining Committee votes to discontinue extension discussions, the matter will not be pursued further. However, should the Committee find merit in continuing extension discussions, the Vice President shall, as soon as practicable, call a meeting of the National Oil Bargaining Committee.
4. The National Oil Bargaining Policy Committee shall develop contract extension proposals within the parameters of the extension discussions.
5. At such time as negotiations with the Industry commence, the National Oil Bargaining Policy Committee shall be convened in the city where the discussions are held.
6. Any tentative contract settlement agreements shall be subject to the approval of the National Oil Bargaining Policy Committee. (Failure to approve the last, best and final settlement offer from the lead company will be deemed as ending the contract extension process.)
7. Upon approval of the tentative settlement agreement by the National Oil Policy Committee, as companies make said approved extension offer and it is approved by the Vice President, the offer shall be submitted to the membership for ratification. No offer will be approved until all groups currently participating in NOBP receive the offer. The failure of any company to comply with the above will void the entire offer. Once this offer is presented on all tables, each group shall meet or call a "special meeting" of their respective memberships within 30 days for the purpose of conducting a ratification vote.
8. The Vice President shall be authorized to reject any proposal that does not meet the criteria of the settlement regardless of action by any local bargaining group. The Vice President must approve each contract extension offer presented at each local bargaining table prior to each local bargaining group conducting the ratification vote. All other authority granted the Vice President with regard to the National Oil Bargaining Program, as outlined in the International Constitution, shall remain in force during the administration of any extension offer.