

Mr. Watson,

My name is Matt Cantrell and I am the President of local 12-6 in Taft California, representing both Chevron and AERA employees in the San Joaquin Valley Midway Sunset area. I am writing to you to address an issue that I find very troubling. Recently, a represented member was disciplined for inadvertently leaving his vehicle running, after using his vehicle mounted computer to access data. The employee, after investigation by the Company, was assessed a one day suspension, without pay.

I find this discipline troubling, as the investigation shows, that the employee's actions in this particular instance were both unknowing and inadvertent. The distraction of needing information for his inside office computer from his vehicle mounted computer, and what he was doing at the time, led to him accidentally leave the vehicle running, in park, with the parking brake set, in the office parking lot, no less. A passing supervisor discovered the vehicle running with no one present and informed the employee's supervisor, leading to the employee making sure, with his supervisor present, that the vehicle was, in fact, in park with the parking brake set.

The employee in this case has been working for Chevron for over 39 years and deserves a review of this particular matter, as all Chevron employees do, no matter their years of service, that takes into account the actual facts of their particular event, as opposed to what Chevron has decided to include in this event's GO-0307 (Attached), which, leaves out pertinent and actual facts. The Company's response to leaving out these pertinent facts is that the facts are in their notes. Additionally, the Company says that the employee's action of leaving the vehicle running could lead to a serious injury or fatality.

What types of investigations is Chevron ok with? The types of investigations that find fault without including pertinent facts? Is Chevron ok with telling us, in training, that 90% of actions that result in an accident are because of unintentional human error, but discipline us, according to another set of unrelated rules (or alleged rules), that don't include, whether the act was intentional or not? What would a reasonable person think about this action?

Or, as I would hope, does Chevron strive to base discipline, if necessary, on the events that actually happened in the particular instant? How could inadvertently leaving a

vehicle running, in park with the parking brake set, in the Company's parking lot, lead to a serious injury or fatality, without additional factors present? Is there something i am missing? What does it take to get the truth out in this matter? Does it take several, or, possibly tens of thousands of dollars, going to arbitration for me to show that this employee doesn't deserve the discipline that he received from Chevron in this case?

In conclusion, It is clear to me that the discipline in this particular case is excessive. I realize that \$320 or so dollars that the employee lost in this case for his one day suspension doesn't mean much to you, but it does to the involved employee, and I will defend all represented employees to the best of my ability, in all cases.

This letter is just the musings of the President of represented local 12-6 workers of Chevron and AERA, as I don't expect our local discipline issues to rise to the attention of the Chief Executive Officer (CEO) of Chevron. However, I would hope that in the future, Chevron would be firm, fair, and consistent in all issues that surround relevant matters, as opposed to what they have demonstrated in this instant.

Should you have questions, comments, or concerns, please feel free to contact me by phone at 661-889-5714 or by email at mattcantrell@uswlocal12-6.org.

Sincerely,

Matt Cantrell
President
USW Local 12-6