

Michele Cerullo

From: BC Antitrust
Sent: Wednesday, February 26, 2003 5:36 PM
To: Michele Cerullo; Patricia Jones
Subject: Fwd: public comment period



Part.001 (2 KB)



Header (1 KB)

-----Original Message-----

Date: 02/17/2003 10:19 pm (Monday)
From: "KELLY S BINGHAM" <ksbingo@msn.com>
To: FTC.SERIUS("antitrust@ftc.gov")
Subject: public comment period

I am a union represented employee at the Phillips Petroleum (now ConocoPhillips) Refinery in Woods Cross Utah and have been since 1986. I had hoped for fair treatment in the sale of the refinery meant that ConocoPhillips had to honor it's commitment to the employees as in the employee benefit plans. They are trying to only pay some of these benefits to non represented (management) type employees.

Is the FTC aware that Phillips Petroleum in it's policies defined in the companies standard policies and/or payroll procedures defines Work Force Stabilization as annual earnings. (Page 39 of the retirement income plan) the same definition given to wages and overtime pay a look will show that all US dollar payroll employees which union members are have the right to participate in and receive these benefits not just management. Being treated fair and in a nondiscriminatory way means the Work Force Stabilization (Page 39 retirement income plan) of Phillips Petroleum should allow all affected US dollar payroll employees to take Work Force Stabilization as annual earnings. This is a beneficial way to receive this as an accrued benefit (see docket No. C-4058 #15 page 11) and also to receive the pension benefit portions of the Work Force Stabilization.

You can not know that benefits offered are comparable if a hearing, a just hearing on Work Force Stabilization is not conducted.

Don't mistake an unjust labor issue such as this will not have an effect on moral, safety and unneeded and unwanted friction between management and represented employees. It will have a definite effect and most likely in an adverse way if not taken care of in the correct and ethical way.

Please look out for the employees of ConocoPhillips Woods Cross Utah Refinery and help us to receive all of our benefits that Phillips offer to us as employees.

Sincerely,
Paul Hatch
Morgan, Utah