



# **OPERATING ENGINEERS LOCAL 564**



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## **Lyondell CBA Proposals**

**Name** Thomas Sander

**Phone Number** (281) 250-5036

**Department** Production

**Email** t3sander@gmail.com

**Describe your proposal**

Change relief time from 30 minutes prior to shift to 60 min prior to shift. *This was changed in the last contract.*

**Article:** ARTICLE 11 (12 HOUR) HOURS OF WORK,

**Details**

The relief time was changed in the last contract to 30min prior to start time. Would like to go back to 60 min prior to start time.

ARTICLE 11 (12 HOUR) HOURS OF WORK, OVERTIME, SHIFT AND HOLIDAY PREMIUMS, SCHEDULE CHANGES, CALL-IN PAY ADDITIONAL GUIDELINES, STAND-BY

TvSection 11.3: (A) Pyramiding of Overtime: Overtime is not pyramided. If more than one overtime rate applies to the same time period, the highest rate is paid. (B) Hours for which pay is received but not worked will not be counted in the computation of overtime except as follows: 1. Holidays falling on scheduled workdays for which an employee is excused from work and paid. 2. Vacation. 3 Time paid under Article 5.3 4. Funeral Leave under Article 14. 5. Court Service under Article 15. 6. Company Business. (C) Twelve hour Schedule: The shift schedule will be 4 on/4off rotating shift Day shift will be from 5:00 a.m. to 5:00 p.m. and the night shift will be from 5:00 p.m. to 5:00 a.m. with shift relief being permitted no earlier than 30 minutes prior to the official shift start time. The 4-on/4off schedule has a 16 week cycle. The work week will vary from a 36 hour 23 week to a 48 hour week with an average 42 hours worked per week. The above schedule shall remain in effect for the term of the Agreement unless there exists a business necessity for change.

**Name** Jonathan rogers

**Phone Number** (936) 402-7389

**Department** Production

**Describe your proposal**

Have a flat hourly base rate no 8 hr and no 12hr rate. Have everything after 8 hr be overtime.

Saturday, April 26, 2025

Name	Dustin Hardung
Phone Number	(832) 903-1062
Department	Production
Email	dustinh1983@gmail.com

### Describe your proposal

I propose that our daily regular schedule be set to 8 hours of straight time and 4 hours of overtime daily. Adjust the 8 hr base rate and 12 base rate to reflect this.

**Name** Marcos Deaquino

**Phone Number** (281) 515-5834

**Department** Production

**Email** deaquinomarcos@yahoo.com

**Describe your proposal**

I would like to propose a revision to the current union contract regarding the language found on **Page 28, Line 17**.

I request that the language be updated to the following: **“No employee shall be forced to work overtime that would result in the employee working more than three (3) consecutive scheduled days off, unless the employee voluntarily expresses willingness to do so.”**

This adjustment would continue to protect employees’ guaranteed rest periods while also allowing flexibility for those who choose to work additional overtime voluntarily.

Thank you for your time and consideration. I believe this revision benefits both employee well-being and operational efficiency.

**Article:** 11

**Details**

The purpose of the original rule on page 28, line 17, is to protect employees’ right to sufficient rest and recovery time after completing scheduled shifts. However, as currently written, it completely blocks those who are willing and able to work extra from doing so.

By allowing employees to voluntarily agree to work beyond three scheduled days off, we protect everyone’s right to rest **while respecting the personal choice** of those who want to earn extra overtime.

This change gives flexibility to the company when extra manpower is needed, without forcing anyone against their will. It’s a win-win: no one is forced, but no one is unnecessarily held back either.

Name

Phone Number

Department

Email

Marcos Deaquino  
(281) 515-5834  
Production  
deaquinomarcos@yahoo.com

Describe your proposal

I would like to propose that employees assigned to standby duty receive a minimum of 3 hours of call-in pay when called in, regardless of the time worked. Standby availability is required from 3:00 AM to 6:00 AM and 3:00 PM to 6:00 PM, covering 2 hours before and 1 hour after each shift change. This requirement significantly limits personal time and imposes strict availability expectations. Providing consistent call-in pay fairly compensates employees for this burden, supports morale, and ensures reliable coverage during critical transition periods. I respectfully request that this policy be included in the collective bargaining agreement or considered in upcoming contract negotiations

Article:

11 section 11.4 (E) line 1

Details

I would like to propose that employees assigned to standby duty receive a minimum of 3 hours of call-in pay when called in, regardless of the time worked. Standby availability is required from 3:00 AM to 6:00 AM and 3:00 PM to 6:00 PM, covering 2 hours before and 1 hour after each shift change. This requirement significantly limits personal time and imposes strict availability expectations. Providing consistent call-in pay fairly compensates employees for this burden, supports morale, and ensures reliable coverage during critical transition periods. I respectfully request that this policy be included in the collective bargaining agreement or considered in upcoming contract negotiations

Name	Kyle Little
Phone Number	(281) 731-3206
Department	Instrument

**Describe your proposal**

I would like to propose getting 3 weeks of vacation as the starting standard for new hires across the board or anyone with less than 5 years instead of waiting 5 years to get 3 weeks. Every other plant in the area gives 3 weeks starting out. It will be a good incentive and aid in helping find and keep employees around. It's also hard to do much outside of work with only 2 weeks especially when you have kids.

**Name** Zach Waddell

**Phone Number** (832) 226-1180

**Department** Production

**Email** zacharywaddell@yahoo.com

**Describe your proposal**

1.First year pay raise of at least 8-10%. Inflation since 2020 is up over 22% and our pay has only gone up 15%. The % pay gap is getting larger with the other Lyondell sites near us. I'm not saying I want to make as much as the other sites but a first year bump would be nice to close the gap.

**Article:** Article 26



Name	Marcos Deaquino
Phone Number	(281) 515-5834
Department	Production
Email	deaquinomarcos@yahoo.com

**Describe your proposal**

I propose eliminating the 12-hour base rate formula (dividing the 8-hour rate by 1.0232) and replacing it with a single, unified hourly base rate for all employees. This change would simplify pay calculations, ensure fairness for all shift lengths, match industry standards, and build greater transparency and trust. I respectfully ask that this be brought forward in upcoming negotiations.

Article:	26
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**Name** Shane Berry

**Phone Number** (409) 927-6525

**Department** Instrument

**Email** shane.berry@lyb.com

**Describe your proposal**

In Article 11 Section 11.7 (D) 8 (a) (b) 8 Hour  
Article 11 Section 11.8 (C) 7 (a) (b) 10 Hour  
Article 11 Section 11.8 (D) 7 (a) (b) 12 Hour  
Remove (a) (b) and pay the employee all hours lost without working make up time.

**Name** Jerome Coleman

**Phone Number** (346) 442-2363

**Department** Warehouse

**Email** jeromecoleman248@gmail.com

**Describe your proposal**

To raise warehouse pay to the standard of pay as all other groups (production, Lab, and I&E) in plant. No other department has a pay disparity accept warehouse

<b>Name</b>	Michael Herrera
<b>Phone Number</b>	(281) 795-7122
<b>Department</b>	Production
<b>Email</b>	michael.h3rr3ra@gmail.com

**Describe your proposal**

Change 12hr pay rate to a 8hr straight time and 4hr time and a half along with negotiated percentage increase per year.

**Name** Daniel Franco

**Phone Number** (713) 713-4460620

**Department** Instrument

**Email** daniel\_frnc@yahoo.com

**Describe your proposal**

Submitted by: Daniel Franco  
Union Local 564- LyondellBasell  
July 28,2025

Overview: I propose that the union negotiate one (1) additional week of paid wellness time per calendar year for all employees, which can be used exclusively for:

- personal illness
- caring for a sick spouse or child
- managing family health needs or emergencies

Justification:

1. Support for working families
2. Promotes physical and mental health
3. Keeps up competitive

Conclusion:  
This proposal is not just about more time off, it's about protecting the people who keep this company running. We believe this extra week would go a long way of showing that our union stands for family, fairness and long term employee well being.

Thank you for your consideration!

**Article:** Article 25.3 Family Wellness Support Leave

Name

Andrew Morris

Phone Number

(713) 409-4733

Department

Production

Email

andrew.morris@lyondellbasell.com

Describe your proposal

Make sick time part of the union book. Add an extra point until you get in the “program”. There’s too few points if you happen to get sick twice in a year, you’re always in trouble.

**Name** Edward Torres

**Phone Number** (832) 832-3301637

**Department** Production

**Describe your proposal**

Getting a bigger pay raise at the beginning to help with inflation . Also having a flat hourly base rate no 8 hr or 12 hr rate and have everything after 8 hrs be overtime.

Name	Andrew Morris
Phone Number	(713) 409-4733
Department	Production
Email	andrew.morris@lyondellbasell.com

**Describe your proposal**

Make it to where we don't send a union rep for non-members. They shouldn't get the benefit of a union if they're going to turn their back if we strike.



Name	Selena Ortiz
Phone Number	(346) 253-4493
Department	Production

**Describe your proposal**

I would like to propose the opportunity to purchase an additional week of vacation time as part of our annual benefits package.

This option would offer us the flexibility to better manage personal responsibilities, rest, and maintain peak performance at work. I believe that this added time away would enhance our overall productivity, focus, and long-term well-being — all of which ultimately benefit the company.

<b>Name</b>	Selena Ortiz
<b>Phone Number</b>	(346) 253-4493
<b>Department</b>	Production

### **Describe your proposal**

I would like to propose that we reinstate language from the 2010 contract regarding loading rack #2 qualification.

Appendix A-6

At least 60% of tank farm operators by each shift (2:.. Classification including assigned VRO) must be qualified/certified as a loader (requiring trucks, and Rack #2 areas). The lowest senior employee(s) will be required to be qualified/certified as loaders unless the 60% is satisfied by volunteers.

Name	Marcus Beliz
Phone Number	(832) 723-0324
Department	<div>Production</div> <div>Instrument</div> <div>Laboratory</div> <div>Warehouse</div>
Email	marcus.beliz@yahoo.com

**Describe your proposal**  
Negotiate for a 2 year extension, with no language change to the contract, that only covers wage changes in order to be in a better position to ask for more changes in 2027.

**Details**  
Article 26, Article 28

Name

Phone Number

Department

Email

Brian Nelson

(832) 414-8052

Production

chevyracing4194@yahoo.com

Describe your proposal

- 13 hour nights/11 hour days
- 1 hour relief window

Start of shift on nights at 5pm (4pm-5pm relief window)  
Start of shift on days at 6am (5am-6am relief window)

Standard 12hr night/day when company swaps us to 13/1 schedule for turnarounds.

**Name** Brian Nelson

**Phone Number** (832) 414-8052

**Department** Production

**Describe your proposal**

7/7 rotating schedule  
Start on Wednesday's

- Easier schedule to keep track of/plan around
- Consistent paychecks

Company bonus:  
-Make 11th day the new 8th day

Holiday schedule complaint: "same crew always gets off same holidays"  
Resolve: after the first "full set" is complete in January whatever shift is on will work 14 straight so holidays can be swapped.

# 1. Kody Herring

Updated at Jul 29, 2025

Submission Date Jul 29, 2025

Name Kody Herring

Phone Number (832) 572-0739

Department Instrument

Email kjherring91@gmail.com

Describe your proposal Increase the hourly pay rate the first year of at least 8%  
The pay gap in our plant compared to other companies on the ship channel is steadily increasing along with the inflation. It would be greatly appreciated by all employees and their families if this pay gap was closed in a realistic manner

Article:

Details

PDF Embedder

## 2. Troy Ridenour

Updated at Jul 29, 2025

Submission Date	Jul 29, 2025
Name	Troy Ridenour
Phone Number	(409) 737-0436
Department	Instrument
Email	troy.ridenour@lyondellbasell.com
Describe your proposal	Increase the overtime meal pay from 8.50\$ to something more reasonable.
Article:	
Details	
PDF Embedder	

### 3. Joseph Dupre Jr

Updated at Jul 29, 2025

Submission Date Jul 29, 2025

Name Joseph Dupre Jr

Phone Number (713) 497-4133

Department Instrument

Email joseohdupree@gmail.com

Describe your proposal I propose that vacation time be increased to increase employment retention and raise moral.

Article:

Details

PDF Embedder



## 4. Daniel Franco

Updated at Jul 28, 2025

Submission Date Jul 28, 2025

Name Daniel Franco

Phone Number (713) 713-4460620

Department Instrument

Email daniel\_frnc@yahoo.com

Describe your proposal Submitted by: Daniel Franco  
Union Local 564- LyondellBasell  
July 28,2025

Overview: I propose that the union negotiate one (1) additional week of paid wellness time per calendar year for all employees, which can be used exclusively for:

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Article: Article 25.3 Family Wellness Support Leave

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PDF Embedder