

**COMMUNIQUE ISSUED AT THE END OF THE NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE PETROLEUM AND NATURAL GAS SENIOR STAFF ASSOCIATION OF NIGERIA (PENGASSAN) HELD AT DE NEVILLA HOTEL KADUNA ON FRIDAY DECEMBER 18 2009.**

The National Executive Council (NEC) of the Petroleum and Natural Gas Senior Staff Association of Nigeria (PENGASSAN) met at De Nevilla Hotel Kaduna on the 18<sup>th</sup> day of December 2009 to discuss and deliberate on various Industrial Relations and National matters as they affect the Industry and the Nation.

At the end of the deliberations, the following resolutions were reached:

**A. STATE OF THE NATION**

**Recuperating President Umaru Musa Yar'Adua**

The NEC-In-Session wishes the President of the Federal Republic of Nigeria Alhaji Umaru Musa Yar'Adua well and prays for quick recovery while reaffirming the supremacy of the constitution of the Federal Republic of Nigeria. The NEC-In-Session hereby calls on the Federal Executive Council to ensure that the absence of Mr. President did not stall the set targets for national development programmes and governance.

**Electoral Reforms**

The NEC-In-Session calls for immediate passage of the Electoral Reforms Bill into law. The NEC-In-Session reaffirms the abiding faith of the Nigeria Oil Workers in our hard earned nascent democracy, noting the socio economic consequences of derailing, and promises to monitor the compliance test and outcome of the gubernatorial election in Anambra State which will go a long way to establish the true spirit behind the electoral reform exercise.

## **B. PETROLEUM INDUSTRY BILL (PIB)**

The NEC-In-Session notes that the Petroleum Industry Bill (PIB) which is currently before the National Assembly has not taken into consideration the interests of labour on such issues as Pension, Job Security particularly in the proposed IJVs, Nigerian Content, Expatriate Quota Abuse and Capitalisation of NNPC and its subsidiaries despite various inputs made by the Association.

After exhaustive deliberation, the NEC-In-Session resolved to embark on massive Industrial Action without notice if the Bill is passed without addressing these concerns.

## **C. ANTI-LABOUR PRACTICES OF SOME COMPANIES**

The NEC-In-Session condemned the attitude of Mobil Producing Nigeria Unlimited concerning the victimization of Contract Employees engaged in lawful Union activities.

The NEC-In-Session therefore resolved that appropriate action be taken immediately against Mobil Producing Nigeria Unlimited and other similar Companies like Shell Petroleum Development Company, MONI PULO and BELBOP/CONOIL, in the shortest possible time if these Companies continue to be recalcitrant by not recalling the sacked members.

## **D. CASUALISATION AND CONTRACT STAFF MATTERS**

The NEC-In-Session notes the persistent job losses of our members in the Oil and Gas industry as a result of Casualization and Contract Staffing. The NEC condemns in its entirety the growing trend, wherein regular employees are frequently disengaged under the guise of dwindling economic fortunes only for some employees to be re-engaged as contract staff in order to circumvent the company policy on fringe/deferred benefits.

The NEC-In-Session resolved that this unwholesome practice will no longer be acceptable in the Oil and Gas Industry.

## **E. OPERATIONS AT THE FREE TRADE ZONES**

The NEC-In-Session notes with dismay the turning of Free Trade Zones in Nigeria to Free Labour Zones where employees are denied the right to unionize and at the same time made to work under inhuman conditions.

The NEC-in-Session therefore calls on the Federal Government to guarantee the constitutional right of its citizens on freedom of association and the right to belong to a Trade Union as per S.40 of the Constitution of the Federal Republic of Nigeria.

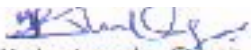
## **F. DEREGULATION**

The NEC-In-Session reiterates its earlier position on guided Deregulation for the Downstream Sector of the Oil and Gas Industry and strongly demand that Government should address all our positions as the Association shall resist any attempt to undermine all her listed fundamentals as condition precedent to Deregulation.

## **G. NATIONAL HOUSING FUND (NHF)**

The NEC-In-Session reviewed the earlier position of the Association which led to its pulling out from the Scheme.

The NEC-In-Session recognized the NHF as a social responsibility and mandatory scheme for all Nigerians and therefore directs all its members to contribute and access the Fund for the benefits of its members.



**COMRADE BABATUNDE OGUN**  
President



**COMRADE BAYO OLOWOSHILE**  
General Secretary