bp Whiting – *as of 9/21/26*

# Proposal at a Glance

The company's proposal is built to provide strong, good-paying jobs while ensuring the long-term success of the refinery.

## Key Elements of the Current Proposal:

### Current Whiting Pay

**$79,000**
Average base starting annual wages for bargaining unit employees

**$115,000**
Average base annual wages within 3-5 years

**$156,000**
2025 average annual W-2 earnings including bonuses, overtime, shift differentials and other pay elements

Whiting refinery employees earn competitive pay and benefits. Today, employee compensation ranks among the top 10-15% in Indiana. bp's proposal intends to build on this with additional wage growth, opportunities for training and upskilling and long-term stability through a six-year agreement.

### Proposed Wage Growth

The company's proposal includes industry pattern base wage increases every year of the agreement including Years 5 and 6. Employees should refer to the wage-rate tables distributed in May to understand the impact for their specific role.

| ↑4% | ↑3.5% | ↑3.5% | ↑4% | ↑Industry Pattern | ↑Industry Pattern |
|---|---|---|---|---|---|
| Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 |

### Lump Sum Payments

**$7,500**
for OSCs

**$5,000**
for OSFs

**$2,500**
for all other eligible employees

### Benefits

There are **no proposed changes to benefits,** including healthcare, vision, dental, paid parental leave, up to 26 weeks of paid disability leave, life insurance and more.

Proposed up to **5 paid sick/family care days.**

### Vacation and Holidays

Vacation and holiday benefits remain unchanged.

Employees receive up to **6 weeks of vacation** depending on years of service and **11 paid holidays annually**.

### Term of Agreement

Six-year term of agreement.

Greater long-term stability, fewer disruptions and **more certainty for employees and their families.**

The elements detailed herein are subject to change as negotiations progress.