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Teamsters Local Union No. 120

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
TEAMSTERS JOINT COUNCIL NO. 32

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WAYNE PERLEBERG
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CHRIS RILEY
Recording Secretary

May 6, 2021

VIA Email & US Mail

beasley@jonesday.com

Brian West Easley
Jones Day
90 South Seventh Street, Suite 4950
Minneapolis, MN 55402

RE: Letter Dated April 29, 2021

Mr. Easley,

As stated in my previous letter -- which you either refused or failed to respond to -- the decision made by your client, Marathon Petroleum, to unilaterally implement their final contract offer is illegal under federal labor law. This indefensible behavior lines up with the treatment that our members and others who work at the St. Paul Park refinery have experienced firsthand from their employer. Marathon and its army of lawyers have a pattern of thinking that they can mistreat and jeopardize the safety of its workers and communities without accountability.

This mistreatment of workers and putting their safety in jeopardy was on clear display when Marathon took billions of dollars in tax benefits under the CARES Act and paid executives massive salaries, while cutting thousands of jobs nationwide. Terminating these trained professionals put the safety of our communities at risk, as the complexity of working in a refinery requires years of training.

It's also apparent that Marathon's executives in their final offer have complete disregard for the lives of its workers and the death of Nick Gunter at the St. Paul Park Refinery. The latest contract offer reverses a safety precaution put in place after his death. It makes us wonder, how many worker deaths in Marathon facilities have been preventable? Our members will never forget the tragic death of their Teamster brother, and it's shameful that the company wants to replace the safety precautions put in place after his death to save a quick buck.

It's more than the company's mistreatment of workers that disgusts our members. It's the utter disrespect for the communities surrounding the company's refineries. In Detroit, Marathon executives demanded similar provisions at the refinery and disregarded the lives of the people living in the surrounding area, where residents are now reporting higher rates of cancer.

The reality is that recent actions by your client are unconscionable, and they also directly contradict the *Business Roundtable's Statement on the Purpose of a Corporation*, which former Marathon Chairman and CEO, Gary R. Heminger signed:

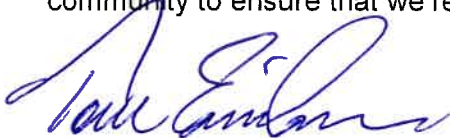
- *"Investing in our employees. This starts with compensating them fairly and providing important benefits. It also includes supporting them through training and education that help develop new skills for a rapidly changing world. We foster diversity and inclusion, dignity and respect."*
- *"Supporting the communities in which we work. We respect the people in our communities and protect the environment by embracing sustainable practices across our businesses."*

So, while your client may be able to just pay a settlement and move on after they are caught poisoning the environment, our members won't let that happen in our community. Your client may be able to just pay out an insurance benefit and move on when workers die at their facilities, but our members won't let that happen in St. Paul Park. Your client may be fine cutting safety standards while studies come out linking proximity to an oil refinery with higher rates of cancer, but our members will not let that happen in Minnesota.

Our lives, our communities, and our families are worth more than a financial settlement and disingenuous apologies from executives after accidents occur. Roughly 1.5 million Minnesotans live or work in the St. Paul Park refinery's hydrofluoric acid "Burn Zone," adding to the urgency behind our safety concerns. Our members will not work one day under Marathon's demands that put their neighbors and their community at increased risk.

The men and women that Marathon has locked out for nearly four months are military veterans, firefighters and first responders. They are husbands and wives, parents, community members and proud Minnesotans. This public relations stunt to end the lockout by implementing the company's final offer is irresponsible and the consequences of trying to recall these workers back to work without necessary safety precautions could be catastrophic. Despite the company's willingness to take these risks, our members will not compromise their commitment to the people of this state to operate the refinery safely.

We are ready and willing to meet with you and the federal mediator at any time and any place. Until then, we'll remain on the picket line and follow through with our commitment to our community to ensure that we're operating a safe refinery.



Tom Erickson
President



Scott Kroona
Business Agent

Cosigned by St. Paul Park Refinery Teamster Local 120 Members

Continued Signatures from Letter Dated May 5, 2021

~~John Smith~~
John Smith

John Smith

John Smith

John Smith

John Smith

John Smith

Randy Busecker

Man Bahl

Jim Marchik

Gary Nuo

John Schudel

Eravon Riley

Tom Minto

John Smith

John Smith

John Smith

John Smith

Tyler Sardeson

John Smith

John Smith

John Smith

Continued Signatures from Letter Dated May 5, 2021

Bill Schaffer

Or. W.

K Stuekenmeyer
Helen Schadler

Cedric Blatz

Dick Ball

Mark Amacher

Ed. W.

Howard K...

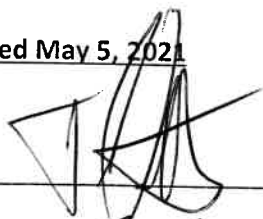
John A.

Elijah ...

Erin Bell

David Jones

T. J.



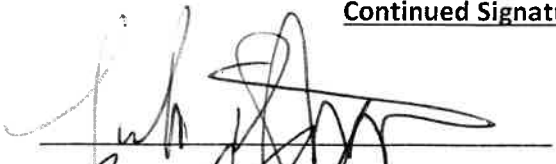
John



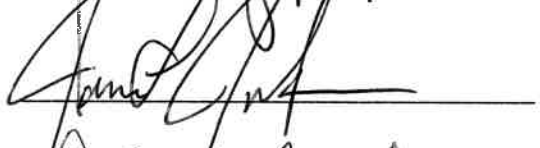
Chris ...

Joan Hall

Continued Signatures from Letter Dated May 5, 2021







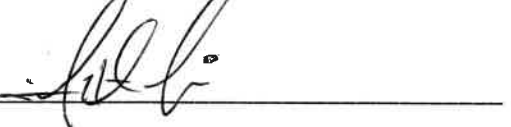




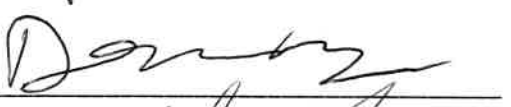














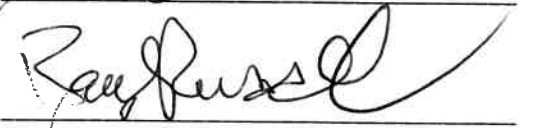


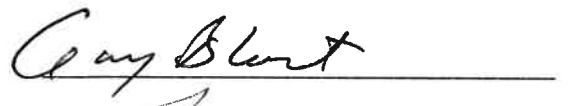


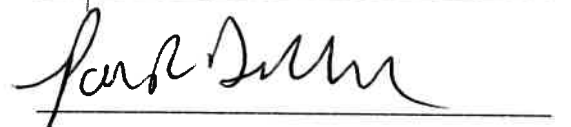


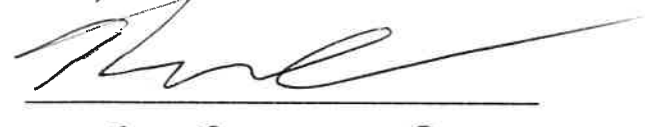
















Continued Signatures from Letter Dated May 5, 2021

~~John~~
~~[Signature]~~
Chris West

~~[Signature]~~
~~[Signature]~~
~~[Signature]~~

Mike
Tom (TJ) Murray
[Signature]
Amy
Pete Schott
[Signature]
[Signature]
[Signature]

Ben
~~[Signature]~~
John
Ron
Joe Sudeith
[Signature]
[Signature]

Continued Signatures from Letter Dated May 5, 2021

Malcolm D. D.

Tony Perinetti

Walter Collins W. C.

[Signature]

M. Schaefer

Agustin Segura

Philip Kubin

Ashley Neal

[Signature]

Edna Kettle

Robert Tedford

Adam P. R.

Jim Tait.

[Signature]

Andrew Zabiegack

Ken R.

[Signature]

[Signature]

Matthew [Signature]

Larry Brown

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Continued Signatures from Letter Dated May 5, 2021

Josh Johnson

Mike R

JIM B. BARCELONA

Bruce nek

Rob RGM

Tom B

Mike B

Gregory

John Larson

Whitman

Ryan Welch

DL M

DAVID JANAK

Mark Sade

Pronto Syl

James A Okeefe

John

Continued Signatures from Letter Dated May 5, 2021



David Turner



Garon Becker





Shawn Clarke

David Tillemans

Kevin Gustafson

Harold R. Sitta

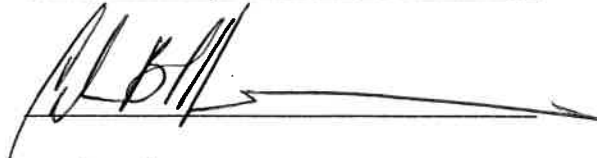


Continued Signatures from Letter Dated May 5, 2021









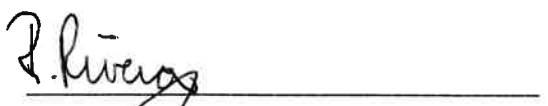








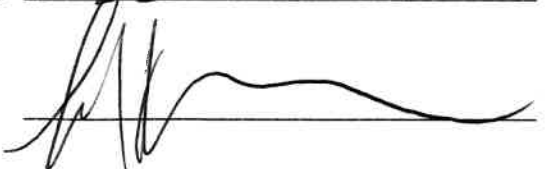












Continued Signatures from Letter Dated May 5, 2021

Ryan Beierman

Shawn Reiter

Dean Benson

Aaron Edgerland

Kelly Estabrooks

David Jostrow

Chris Diersen

Ryan Beierman

Shawn Reiter

Dean Benson

~~Aaron Edgerland~~

Kelly Estabrooks

David Jostrow

Chris Diersen