

Richmond USW Strike Fact Sheet

What does a typical USW package include?

Chevron's Manufacturing jobs pay well above industry average. Our analysis confirms Chevron's pay and benefits package remains competitive in the San Francisco Bay Area. A typical annual package for a USW fully qualified process operator is outlined below.

USW Fully Qualified Process Operator Compensation	2022	2025
Annualized Regular Pay*	\$115,003	\$129,434
Above Base Compensation (bonus)	\$9,203	\$10,357
401K match (8% when employee invests 2%)	\$9,200	\$10,355
Overtime; shift and holiday premiums	Varies	Varies
Pension benefit (Chevron funded)	Varies	Varies
Medical Insurance (80% paid by Chevron)	Varies with family size	Varies with family size
Opportunities to earn \$500-\$1,000 towards annual medical premium costs	\$500-\$1,000	\$500-\$1,000
6 weeks paid vacation and 10 paid holidays		
8 weeks paid Bonding benefit for a new child		
8 weeks paid time off for Family Care		
Total Cash	\$133,906 - \$134,406	\$150,646 - \$151,146
*Assuming 2,184 hours for 12-hour shifts, excluding unscheduled overtime		