

**LETTER OF AGREEMENT
MURPHY OIL USA, INC.
AND
IUOE LOCAL 305**

SUBJECT: MEAL TICKETS

It is mutually agreed that during the life of this Contract Meal Tickets shall be paid as set forth below and to the extent this Letter of Agreement is inconsistent with Article 8, Section f. of the Main Contract or the EOWEO Working Agreement Revisions this Letter of Agreement shall prevail.

1. Meals or \$7.00 (effective July 1, 2002) Meal Tickets will be furnished Operation employees only under the following conditions:
 - a. After working more than two (2) hours continuously beyond the twelve (12) hour shift on the EOWEO schedule or two (2) hours continuously beyond the eight (8) hour shift on the eight (8) hour system the employee shall be paid one Meal Ticket, and an additional Meal Ticket for each four (4) hours worked thereafter.
 - b. When working the first day of an unscheduled day EOWEO shift move-up, the employee shall be paid one Meal Ticket.
 - c. When working a scheduled or unscheduled twelve (12) hour overtime shift, the employee shall be paid two Meal Tickets.
 - d. When an employee splits and covers one-half of a regularly scheduled eight (8) hour or twelve (12) hour shift, the employee shall be paid one Meal Ticket.
 - e. During a planned turnaround, if scheduled "DT" (Day Turnaround) or "NT" (Night Turnaround), employees shall receive one Meal Ticket after working ten (10) hours and an additional Meal Ticket for each four (4) hours worked thereafter.

- f. The Company may, at its discretion, supply a meal in lieu of a Meal Ticket. An employee will be afforded an opportunity to eat on company time if the meal is supplied on the job. If a Meal Ticket is furnished employees will not be credited with paid time in addition to the Meal Ticket, even if the employee was not afforded the opportunity to eat on the job.
 - g. When working a scheduled or unscheduled eight (8) hour overtime shift, the employee shall be paid one Meal Ticket. Section "f" of the agreement applies.
2. Meals or \$7.00 (effective July 1, 2002) Meal Tickets will be furnished Maintenance employees only under the following conditions:
- a. After working more than two (2) hours continuously beyond the eight (8) hour shift and every four (4) hours thereafter.
 - b. After working four (4) hours on a "call-out."
 - c. The employee will be afforded an opportunity to eat on Company time if the meal is supplied on the job.
 - d. Maintenance employees will be credited with one-half hour if a Meal Ticket is furnished because the employee was not afforded the opportunity to eat on the job.
 - e. An additional meal or Meal Ticket will be provided at the end of each four hour interval worked after the first meal or Meal Ticket is due.

Agreed:



Dave Podratz
Refinery Manager

5/6/09

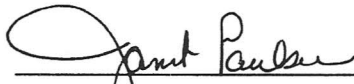
Date



Chuck Jacobson
President
IUOE Local 305

5/6/09

Date



Janet Paulson
Recording Secretary
IUOE Local 305

5/6/09

Date