



January 8, 2019

*We are one. We are strong.*

## NEGOTIATIONS UPDATE

The Union and the Company have not met since December 19<sup>th</sup>. The Union has requested dates from the Company to continue negotiations, but the Company has not responded. We are still working under the current agreement on a day-to-day basis with 48 hours notice to terminate. The Company has an obligation to meet with the Union and should do so immediately. We will keep our members informed of any changes or future dates for negotiations.

## 4<sup>TH</sup> QUARTER COPPER PRICE BONUS

The 4<sup>th</sup> Quarter Copper price bonus will be \$1,242 and will be paid out on January 30, 2019.

