

**Congress of the United States**  
**Washington, DC 20515**

December 4, 2013

Manuel E. Ramos  
President, ASARCO LLC  
5285 E. Williams Circle, Suite 2000  
Tucson, AZ 85711

Dear Mr. Ramos,

We write to you today to express our deep concerns regarding ASARCO's recent contract offer to its American employees. Given the troubling labor relations history of your parent company, Grupo Mexico – a history that includes violent strikebreaking and the refusal to allow the recovery of miners' bodies after an explosion at its Pasta de Conchos site – we believe it is in our constituents' best interests to question whether this is the right deal for ASARCO's thousands of employees.

As your website says, "ASARCO recognizes and believes that all operations and activities of the Company should be conducted responsibly and in a manner designed to protect the health and safety of its employees, its customers, the public and the environment." We fail to see how reducing employees' pensions and health insurance and weakening their outsourcing protection supports those goals. We also respectfully question the viability of a business model that relies on concessions from hard-working, wage-earning employees without any matching reduction in authority or profit share from upper management. The interests of our constituents are not served by such an arrangement, and we do not believe it is the only way forward for them or ASARCO.

As Members of Congress concerned about labor rights, human rights and a fair economy, and as representatives of constituents who have expressed concern about the issues raised by this incident, we are watching the outcome of these negotiations with great interest. Grupo Mexico's record to date does not inspire confidence. We hope this contract negotiation can be an occasion to prove ASARCO's commitment to fair labor and wage practices and its adherence to United States standards of corporate conduct.

We look forward to hearing from you about ASARCO's willingness to parley with employees in a fair and equitable manner going forward.

Respectfully,

*Raúl M. Grijalva*

Raúl M. Grijalva  
Member of Congress

*Tony Cárdenas*

Tony Cárdenas  
Member of Congress

*John Conyers, Jr.*

John Conyers, Jr.  
Member of Congress

*Alan Grayson*

Alan Grayson  
Member of Congress

*Luis G. Guterres*

Luis Gutierrez  
Member of Congress

*Rush Holt*

Rush Holt  
Member of Congress

*Jim McDermott*

Jim McDermott  
Member of Congress

*Grace F. Napolitano*

Grace Napolitano  
Member of Congress

*Ron Barber*

Ron Barber

*Michael E. Capuano*

Michael E. Capuano  
Member of Congress

*Keith Ellison*

Keith Ellison  
Member of Congress

*Gene Green*

Gene Green  
Member of Congress

*Ruben Hinojosa*

Ruben Hinojosa  
Member of Congress

*Michael M. Honda*

Mike Honda  
Member of Congress

*Eugene Miller*

Member of Congress

*Eleanor Holmes Norton*

Eleanor Holmes Norton  
Member of Congress

Beto O'Rourke.

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Beto O'Rourke  
Member of Congress

Ed Pastor

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Ed Pastor  
Member of Congress

Mr Pocan

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Mark Pocan  
Member of Congress

Charles B. Rangel

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Charles B. Rangel

José E. Serrano

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José E. Serrano  
Member of Congress

Jan Schakowsky

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Jan Schakowsky  
Member of Congress

Juan Vargas

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Juan Vargas  
Member of Congress