



July 23, 2013

We are one. We are strong.

| UPDATES FROM THE BARGAINING TABLE |

Talks between our negotiating committee and Asarco will continue this week **through July 25th**. The company has proposed a **much stricter drug & alcohol policy**, including **random drug testing** and **lower thresholds**. Asarco has also proposed a **single attendance policy** across all locations to replace the various policies currently in place.

Our union is committed to a **safe, drug-free workplace** and discourages absenteeism. However, **everyone must be treated fairly**, and employees with substance abuse problems must be encouraged to seek treatment. Changes to the attendance policy must also be fair and recognize the demands of the **workplace, families** and **communities**. After July 25th, we have scheduled a brief break in talks until negotiations resume on August 5th.

It's crucial that we continue to **demonstrate our solidarity**. While our negotiating committee encourages union members at **all locations** to participate in planned solidarity actions such as **gate rallies** and **informational pickets**, we must think **strategically** and work with local officers and staff to ensure our message to management is **strong** and **consistent** -- that **we are united and will continue to fight for a fair contract at Asarco**.

As a reminder, all actions should be cleared by staff, business agents and local union presidents, and flyers and signs must be approved by our attorneys. Full participation in solidarity activities shows management that we are **strong, unified** and **engaged**.

| INTERNATIONAL SOLIDARITY & COMMUNITY SUPPORT |

It is also important that we use this time to expand our base of outside support. Last week, some of our union brothers and sisters in **Peru** sent a letter to express their solidarity in our fight for a **fair contract**. Many **local businesses** and **community leaders** have also signed certificates signaling their commitment to our cause.

These include: **Save Money Market** in Superior, Ariz.; **Nugget Bar** in Winkleman, Ariz.; **West End Café, Images By Angela, Napa Auto Parts, Old Time Pizza and Deli, Cantina Bar, Ace Hardware, Cactus Video, and Cosmic Coffee** in Kearny Ariz.; as well as **Gloria Ruiz**, a Hayden Town Council member. We will continue to update this list as we gain more allies.

Local unions will soon be receiving the "Respecting Our Past—Securing Our Future" signs. In addition to displaying them in your own cars and homes, you should feel free to **distribute them** to local organizations that want to demonstrate their support. These signs are **highly visible signals** that our friends are behind us.

| IMPORTANT DATES |

July 22nd-25th – Negotiations Continue

July 30th – T-Shirt Tuesday

August 5th – Top Table Negotiations Resume



UNITED STEELWORKERS
3657