



# Unity in Copper

United Steelworkers • International Brotherhood of Teamsters • International Brotherhood of Boilermakers  
International Brotherhood of Electrical Workers • United Association • United Brotherhood of Carpenters  
International Association of Machinists & Aerospace Workers • International Union of Operating Engineers

Aug. 26, 2013

<http://www.usw.org/asarco>

*We are one. We are strong.*

## | NEGOTIATIONS TO RESUME 8/28 |

As has been discussed in previous updates, ASARCO management has slowed the pace of negotiations with one-sided contract language proposals aimed at eroding our rights at work.

When we resume negotiations, we are set to discuss **successorship**; **child care, elderly care and dependent care**; **extended shifts; holidays; vacations**; and **leaves of absence**.

ASARCO is demanding **random drug testing**. ASARCO wants to use the **stringent Department of Transportation cutoff levels** for the tests and has rejected proposals that would allow for **second-chance agreements** for positive tests.

To date, the Company's proposals include a **"no fault" attendance policy**, **stripping** our enhanced **FMLA** provision and **eliminating** local joint **civil rights** committees, along with **radical** and **unnecessary changes** to the **grievance and arbitration procedure**, **day pay supervisors** and **leadperson** positions.

In the meantime, your committee remains focused on reaching a fair agreement based on **respect for workers' contributions** to the Company's success and **securing a better future** for current and future generations of workers at ASARCO.

## | MEMBERSHIP MEETINGS SCHEDULED |

Membership meetings will be held next week: **Mission and Silver Bell** will have meetings on Tuesday, Sept. 3rd at 8 a.m., 12 p.m., and 8 p.m.; **Ray and Hayden** will have meetings on Wednesday, Sept. 4th at 8 a.m., 12 p.m., and 5 p.m.; **Amarillo** will meet on Wednesday, Sept. 4th at 1 p.m. and 4 p.m.

**ANNOUNCEMENT: Just in time for Labor Day!**

### Where's YOUR Sign? Photo Contest!

We are accepting photo submissions for a friendly **"Where's YOUR Sign?"** competition to see how many **different** and **creative** ways union members at ASARCO are displaying the **"Respecting Our Past, Securing Our Future"** signs distributed at all locations over the last few weeks. Entering is EASY!

Simply **take a photo of your sign** and **email it to: [uswonline@usw.org](mailto:uswonline@usw.org)** with your **name and local number** in the message!

## | IMPORTANT DATES |

**August 27th** – T-Shirt Tuesday

**August 28th** – Negotiations Resume

**September 2nd** – Labor Day (Check with your local or CAT for events & activities!)

**September 3rd & 4th** – Membership Information Meetings

