



Oct. 15, 2013

www.usw.org/asarco

We are one. We are strong.

| BARGAINING UPDATE |

This week, your negotiating committee resumed negotiations with Asarco management, and the parties made significant movement on some of the remaining open issues.

Undoubtedly, the strong show of solidarity and membership actions at each location helped lead to this movement and is having a great effect on the bargaining process. **We must keep up the participation and the pressure because there's still a lot left to discuss, including economic issues.**

There are no further meetings scheduled at this time, but we expect to resume face to face negotiations with Asarco management before the end of the month. In the meantime, our contract campaign is working and building momentum.

As always, we encourage everyone to keep up to date by attending all membership meetings and visiting the website (www.usw.org/asarco) regularly.

| COPPER PRICE BONUS |

Also this week, the Company announced that the copper price bonus for the third quarter of 2013 would be \$1,890 per employee based on the average daily settlement price of copper on the London Metals Exchange, as outlined in our contract.

The copper price bonus was won through previous bargaining, and we're going to need to fight to keep it (and make sure it will be extended to new hires).

As discussed in our previous update, everyone should be prepared for a battle, and the Unions' leadership is urging everyone to **save their copper price bonus** in the event of a labor dispute.

| IMPORTANT DATES |

October 15th – T-shirt Tuesday

Oct. 19th – Family Day Action at Ray

