



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

Nov. 4, 2013

<http://usw.org/asarco>

We are one. We are strong.

| ASARCO SEEKS DRASTIC CUTS |

Even though we were making progress at the bargaining table with non-economic issues, **this week the Company gave us proposals on some economic issues.**

ASARCO is proposing **radical and far-reaching cuts** to our contract, including **freezing the pension plan, increasing the premiums, co-pays, and deductibles** on medical benefits, and **eliminating future retiree healthcare**. ASARCO also wants to make **drastic cuts to the copper price bonus** by reducing the amount of the bonus and tying the bonus to attendance and production.

This proposal is **disrespectful** and a slap in our faces. We work hard for the Company every day—**we are the reason why ASARCO is a profitable business.**

The copper bonus is a way for us to share in the Company's success, but the **Company wants our shares to be smaller**. Our medical benefits are a way to care for our families in the present, but the Company wants us to shoulder **more of the burden** on that.

And, our pensions are a way to **secure our own futures** after a lifetime of hard work, but the Company wants **to take that away** from us too.

Bargaining has made it clear that we can't count on the Company to give us **anything**. We fought hard for this contract and we'll **fight hard to keep it**. Unity now is more important than ever. Mark your calendars now to **attend the next round of informational meetings:**

Mission and Silver Bell: November 13, IBEW Hall, 8 a.m., 12 p.m., 5 p.m., 8 p.m.

Ray and Hayden: November 14, USW Local 915 Hall, 8 a.m., 1 p.m., 4:30 p.m.

Amarillo: November 14, USW Local 5613 Hall, 8 a.m., 10 a.m., 1 p.m., 4:30 p.m.

| IMPORTANT DATES |

Nov. 5th – T-Shirt Tuesday

Nov. 12th – T-Shirt Tuesday

Nov. 13th & 14th – Informational Meetings (as above)



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