



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

Dec. 10, 2013

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

We are one. We are strong.

| PROGRESS AT TABLE CONTINUES SLOWLY |

Our negotiating committee met with Asarco/Grupo Mexico on Nov. 25th and 26th and again during the week of Dec. 2nd. Our progress continues to be slow and **management continues to demand concessions that will impact all hourly employees, regardless of hire date.** For example, depending on the specific insurance plan in which a worker enrolls, the company's current proposal would **increase everyone's premium contribution between approximately 800-900%.**

| COMMUNICATION AND COMMUNITY SUPPORT |

On Nov. 26th we ran **an ad in the Arizona Daily Star** as one of many supplementary ways we plan to get our message out to a wider audience. The newspaper ad was very successful in this regard. **U.S. Rep. Raúl Grijalva's office** saw the ad, and the congressman reached out to the union in support of our cause.

He took it upon himself to **write a letter to Manuel Ramos**, the president of Asarco, urging him to **stop demanding concessions and finally bargain fairly. Twenty-two other members of congress also signed the letter.** You can read the ad and the full text of the letter on our website: www.usw.org/asarco.

It's also important that our friends and neighbors in the community know about Asarco/Grupo Mexico's campaign to **cut pay, benefits and retirement security** because we spend our money at local businesses. **When workers lose, our communities lose too!** We will continue to challenge management at the table and at our facilities, but **talking one-on-one** remains the **most powerful tool we have to spread this message.**

| STAYING UNITED |

Negotiations with Asarco/Grupo Mexico will resume January 7th. In the meantime, it's important that we continue to demonstrate our solidarity. This means coming to meetings, wearing our solidarity T-shirts, and especially by **talking about our unions with our families, friends and union brothers and sisters.** As one, we are strong.

Have a safe and happy holiday season!

| IMPORTANT DATES |

December 17th – T-Shirt Tuesday
January 7th – Negotiations Resume



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