



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

June 10, 2013

We are one. We are strong.

| NEGOTIATIONS WITH ASARCO TO BEGIN JUNE 13TH |

If it seems like our local union CAT teams, our negotiating committee and staff have been preparing for negotiations with Asarco for years, it's because we have. We are now less than a month away from contract expiration and entering face-to-face bargaining with management next week.

Management will no doubt try to test our solidarity. We all know the company has gone to great lengths in the past attempting to extract concessions from workers. In 2005, Asarco sued retirees in an attempt to get out of paying for their healthcare, and when that failed, the company sought to vacate our contracts and benefits agreements in bankruptcy court.

We learned during our unfair labor practice strike in 2005 that if we want fair contracts, justice on the shop floor and retirement with dignity, we need to fight for them. Through our struggles we have learned also that our unions are equal to any challenge when we stand together in unity and solidarity.

We are one. We are strong. For these 2013 negotiations, union workers and CAT teams are mobilized at every location. The rate of participation in our pre-bargaining survey was very high, as over 1,300 completed surveys were received, representing a large majority of union members. We have used your responses to determine our priorities at the table and shape our strategy.

As we continue the process of collective bargaining with Asarco during the next few weeks, we have chosen to keep everyone up to date and share information at each location through our CAT teams. Please know that rumors are often used by management to divide union members. If you have questions or need more information, contact your CAT or local union representative.

We anticipate these negotiations to be tough, though we are committed to fairness and ready to engage Asarco in good faith at the table. We expect management to do the same.

We will continue to share information throughout the process, and as always, we will need your continued support and solidarity as we face the challenges ahead.

| IMPORTANT DATES |

June 11th – T-Shirt Tuesday

June 13th – First Meetings with Asarco Management

June 18th – T-Shirt Tuesday

