



Jan. 13, 2014

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

We are one. We are strong.

| FOURTH QUARTER 2013 COPPER PRICE BONUS |

The average daily settlement price of copper on the London Metals Exchange during the fourth quarter of 2013 was \$3.24. According to the language in our contract, the copper price bonus payment for the quarter will be \$1,890 per employee and will be paid at the end of the month.

| NEGOTIATIONS RESUME, PROGRESS TO REPORT |

Last week, our negotiating committee resumed negotiations with Asarco/Grupo Mexico management for the first time since early December.

Your strong participation at all Asarco/Grupo Mexico locations in the most recent round of meetings, rallies and other activities demonstrated our unity and solidarity, and it is clearly having an impact on management.

We are pleased to report that we made progress on a number of contract language issues where the company had previously proposed radical changes.

As a result of our collective efforts, the company has withdrawn several of its proposed unfair and unnecessary changes to our contract language.

While we have made some progress, we are still far away from reaching a fair contract. Several of the company's most ambitious concessionary demands remain on the table, including economics.

Our next meetings with management are scheduled for January 20-21.

| SIGN UP FOR MOBILE TEXT ALERTS |

In the meantime, we urge your continued solidarity and support and invite you to text ASARCO to 47486 to sign up for mobile alerts with information about our jobs, contract negotiations, events and other news.

NOTE: *By submitting your phone number, you agree to receive up to five mobile alerts per month from the USW and are responsible for any mobile message or data charges incurred. To opt out, text STOP to 47486. For help, text HELP to 47486.*

| IMPORTANT DATES |

January 14th – T-Shirt Tuesday

January 20th – Negotiations Resume

January 21st – T-Shirt Tuesday



FOR MORE INFORMATION
CONTACT USW LOBBY
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