



Jan. 27, 2014

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

We are one. We are strong.

| MEMBERSHIP INFORMATION MEETINGS TUESDAY (TUCSON) & WEDNESDAY (AMARILLO & KEARNEY) |

Our negotiating committee has scheduled **important membership information meetings** in **Tucson on Tues., Jan. 28th** and in **Amarillo and Kearney on Wed., Jan. 29th**. Our committee will provide an update from our most recent meetings with Asarco/Grupo Mexico management. Please see the list of times and locations below and plan to attend.

Our negotiations on January 20th and 21st resulted in limited progress on contract language issues, and the company continues to push for steep economic cuts.

Because payments are being mailed this week, we should review changes the company has proposed to Copper Price Bonus, which totaled **\$1,890 per employee for the fourth quarter of 2013**:

- a **reduction** in bonus payment (and **no payment** if copper price falls below \$2.80 per pound),
- **continued disqualification** of any **employees hired on or after July 1, 2011**,
- **disqualification** if **production is less than 95%** of the company's budgeted production,
- **disqualification** for any employee receiving a disciplinary suspension; and
- a proportionate **reduction in the bonus for any employee absent from work** (including employees on S&A, workers' compensation, union leave and layoff).

To be clear, we are still waiting for a decision in the Copper Price Bonus arbitration case brought against management for breaking our contract by withholding the payment from newer hires and will report the arbitrator's findings when we receive them.

| SIGN UP FOR MOBILE TEXT ALERTS |

We 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.*

| MEETING SCHEDULE |

January 28th:

Tucson Information Meetings
at IBEW Hall [8 a.m., 12 noon, 7 p.m.]

January 29th:

Amarillo Information Meetings
[7:30 a.m., 8:30 a.m., 10 a.m., 1 p.m., 3 p.m., 4 p.m.]

Kearney Information Meetings
at USW Local 915 [8 a.m., 12 noon, 5 p.m.]

