



March 17, 2014

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

We are one. We are strong.

| BARGAINING UPDATE |

The bargaining committee met with the company as scheduled last week. We presented management with a **FAIR, REASONABLE proposal** regarding **health insurance**, which was **rejected by the company entirely**. Asarco/Grupo management is instead sticking to the **SHAMEFUL** medical plan they proposed last fall, which would **increase everyone's premium contribution approximately 800-900 percent**. In contrast, our plan would **keep premiums for employees hired before July 1, 2011, the SAME** and would **DECREASE** premiums for **those hired after July 1, 2011, to the level workers hired before July 1, 2011 now pay**.

No meetings are currently scheduled, but our committee intends to **keep working on the health care issue** and expects to resume bargaining with management **before the end of March**.

| ESSENTIAL SUCCESSORSHIP LANGUAGE |

Reports from various locations indicate that there have been a **number of visitors** touring our Asarco/Grupo Mexico sites. This has sparked rumors that the company may be angling to sell one or more of our facilities. Our union is **NOT aware of any plan to sell our facilities**, but regardless of what Asarco/Grupo Mexico may or may not intend to do, union-represented Asarco/Grupo Mexico employees' jobs, wages, benefits and working conditions are **still protected by the contract under which we are currently working** and its **successorship provisions**. These provisions **require** any potential buyer to **recognize our union** and **negotiate a collective bargaining agreement**. This is why it is **ESSENTIAL that we preserve successorship language in our next contract**. We cannot control what Asarco/Grupo Mexico does with its assets, but we can **ensure that our seniority, benefits and jobs remain secure**.

| THE FAIR CONTRACT WE DESERVE |

Asarco/Grupo Mexico management **MUST GET THE MESSAGE** that we **will NOT accept changes to our contract that put our jobs at risk**. We are **proud of our work** and **deserve a fair contract**. The company's continued insistence on **major economic concessions** must be met with a **loud, resounding NO!** from union members at all locations. We will not allow Asarco/Grupo Mexico management to **intimidate us with rumors** or **degrade our family-supporting, community sustaining, middle class jobs by chipping away at our benefits**. We are one, and we are strong!

| IMPORTANT DATES |

Remember to attend your regularly scheduled local union meetings!



FOR MORE INFORMATION
CONTACT US AT 1-800-368-3687