



Nov. 3, 2014 <http://www.usw.org/asarco> *We are one. We are strong.*

| ASARCO SETTLES NLRB CHARGE, FIRES RAY MINE HR MANAGER |

Rather than face an official complaint before a National Labor Relations Board administrative law judge, Asarco/Grupo Mexico management has reached a settlement with the board over charges the USW filed in March 2014.

The settlement relates to a situation at Ray Mine, where an HR manager restricted union stewards' ability to attend meetings that could impact people's jobs and denied employees access to union representation, a violation of their Weingarten Rights – named for the U.S. Supreme Court case that upheld an NLRB decision that guaranteed workers the right to union representation at investigatory interviews.

The HR manager involved has been discharged by Asarco/Grupo Mexico, but not before a separate incident in which he grabbed and threw books at a member of USW Local 5252.

| NEGOTIATIONS RESUME WEEK OF NOV. 10 – ATTEND YOUR GATE RALLY! |

Our negotiating committee is ready to resume bargaining with Asarco/Grupo Mexico management in Tucson during the week of Nov. 10th – are you?

Our CAT committees at each location are planning gate and rolling shift rallies to show management that we remain united, support our committee and demand a fair contract now.

Plan now to attend and participate!

| IMPORTANT REMINDERS |

- Be sure to **attend your regular local union meetings** at all locations!
- Upcoming **T-Shirt Tuesdays** –Nov. 4th, Nov. 11th, Nov. 18th
- **Negotiations resume week of Nov. 10!** Support our negotiating committee!

