



Jan. 23, 2015

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

We are one. We are strong.

| STILL TRYING TO AVOID PAYING BONUSES, ASARCO SUES USW |

We have all already fought long and hard while these negotiations for a new contract proceed, and clearly, we need to continue to put pressure on management.

Last night, Asarco sued the USW in an attempt to convince a federal court to vacate the Arbitrator's Award in the case of the Copper Price bonus that the company has wrongly withheld from newer employees.

We will vigorously defend against the company's lawsuit while we take every step necessary to ensure that everyone who has been cheated by Asarco/Grupo management receives what they are owed.

From the very beginning of this process, we have maintained that the contract and laws are on our side. We believe the facts of the case back up everything we have argued, and we look forward to challenging Asarco/Grupo management in court.

In the meantime, we will keep everyone up to date as the situation develops and we learn more. Please plan to attend all your regularly scheduled union meetings.

We are stronger and more united in our solidarity than ever before, and we will need to continue showing management that we will not back down or go away.

We deserve a fair contract NOW.



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