



Oct 29, 2015

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

We are one. We are strong.

| Asarco/Grupo Mexico Threatens to Implement “Last, Best and Final Offer” |

On October 29, 2015, Asarco/Grupo Mexico told the Unions that represent you that it plans to implement its last, best, and final offer on December 1.

The company claims that the Unions have made no movement since June 5 and refuse to meet to bargain before that date.

This is appalling for several reasons. It is a clear violation of the federal labor law to implement a proposal in the absence of impasse. Impasse occurs when both parties are deadlocked.

Here, both parties have been making steady progress and reaching tentative agreements. The company’s assertion of impasse is premature and ignores all the bargaining that has occurred over the past 2 ½ years.

The Unions have offered to meet—it’s the company that has failed to offer dates. The Unions offered to bargain in December but, instead, the company wants to strong-arm us by threatening to implement before we even get another chance to discuss the issues at the table.

This is the time to stay strong. The National Labor Relations Board will issue a decision on our pending unfair labor practices any day now.

The company wants to divide us by sharing its last, best, and final offer. We held informational meetings about the offer after they gave it to us in June.

We agreed that it’s not good enough and we need to bargain more.

We’re going to hold more meetings to explain the situation; be on the lookout for dates and times because it’s important that you attend so you can know what’s going on.

WE DESERVE A FAIR CONTRACT NOW!

