



Dec. 3, 2015

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

We are one. We are strong.

| Successful Rally at Asarco/Grupo Mexico Headquarters |

On Tuesday, Dec. 1 we held a successful solidarity rally at Asarco/Grupo Mexico’s headquarters in Tucson. Every union and location was represented, including USW members who traveled all the way from Amarillo, Texas. In addition, we had support from several other local unions, Tucson Jobs with Justice and Representative Raúl Grijalva’s Chief of Staff, who delivered remarks on behalf of the Congressman in support of union workers. See media coverage and photos at: usw.org/asarco

The rally was part of the union response to the company’s plans to implement their “last, best and final offer” on Dec. 1. Below is important information about implementation:

- **The implemented terms are not a contract:** We are still bargaining a new contract. The Union believes the Company has unlawfully implemented parts of the offer it made on May 15—which the Company calls its “last, best, and final offer.” Because the Union believes the implementation is unlawful, any change made by or under the implemented terms is also unlawful.
- **We don’t know exactly what terms the company will try to implement:** The Company is not required to implement its entire “last, best, and final offer,” however our guess is that certain parts will be implemented, including increases to health insurance premiums and ending retiree healthcare for future retirees. We also expect that the Company will implement extended shifts, so be on the lookout for new schedules.
- **The Union is already pursuing an unfair labor practice charge for the unlawful unilateral implementation of the “last, best, and final offer:”** We will continue to bargain as the charges proceed. Currently, we are scheduled to meet with the company on Dec. 14.

| Special Info Meetings Next Week |

Ray/Hayden: Tues Dec. 8 at 8am, 1pm and 4pm, USW 915 Hall

Mission/Silver Bell: Thurs Dec. 10 at 9am and 5pm, IBEW Hall 750 S. Tucson Blvd



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