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| Labor Board Issues Complaint against Asarco/Grupo Mexico for Unlawful Implementation |

On Jan. 11th, Region 28 of the National Labor Relations Board issued a new consolidated complaint against Asarco/Grupo Mexico alleging the Dec. 1st implementation of their “last, best and final offer” was unlawful in the absence of a bargaining impasse.

This latest complaint adds to a growing list of unfair labor practices by the company, including:

- “Failing and refusing” to bargain,
- Direct dealing with members by “motivational speaker” Chad Hymas, and
- Discrimination against union members exercising their rights under the National Labor Relations Act.

The unlawfully implemented terms from the “last, best and final offer” include:

- Changes to scheduling, including extended shifts,
- Restricting retiree health care to only those eligible to retire under the next contract,
- Raising the floor for the Copper Price Bonus to \$2.70 (which means no employee received a bonus on Dec. 31st), and
- Upcoming increases to insurance premiums and changes from a 90/10 split to an 80/20 split set to take effect on Feb. 1st.

The unions will be seeking remedies for the unlawful changes, in particular overtime pay after 8-hours of work.

The case will be heard by an administrative law judge on March 15th.

Bargaining with Asarco/Grupo Mexico is set for January 20th.

See the full complaint here: bit.ly/asarco11216



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