



Dec. 6, 2016

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

*We are one. We are strong.*

### Successful Rally with Los Mineros at Asarco Headquarters

On December 1<sup>st</sup> we held a rally at Asarco’s headquarters on the anniversary of the company’s unlawful contract implementation.

The rally followed a Cross Border Training with members of Los Mineros that focused on health and safety issues at our facilities.

Members of Los Mineros joined us at the rally calling on Asarco to negotiate a fair contract and highlighting Grupo Mexico’s role in contaminating the drinking water and farming lands of more than 25,000 people along the Rio Sonora after a spill at their Buenavista mine in 2014.



### It’s the Blue Book Until We Get a New Book!

We’d like to remind all union members that we do not have a contract despite the company’s unlawful insistence on using their “last, best and final offer”. We have not agreed to their offer, which is why we will not spend union resources printing or distributing it.

Until we have a new contract ratified by the unions, we are still working under most of the terms and conditions of our previous agreement in the Blue Book, with the exception of arbitration, management rights, and no-strike/no-lockout.

We are filing Unfair Labor Practice charges when the company makes unlawful changes to the terms and conditions in the Blue Book. To date, these charges include unlawful changes to the Copper Price Bonus, attendance policy, scheduling, use of contractors and other issues.

**The company has also threatened to begin random drug testing in January.**

**If this or any other changes occur at your site please report it immediately to your local union leadership so we can investigate the need to file additional charges against the company.**

We will have informational meetings in January to answer questions and share updates about the case.

