



Breaking News:

NLRB to Prosecute Asarco for Unfair Labor Practices

Nov. 4, 2015 - Region 28 of the National Labor Relations Board (NLRB) has issued a Consolidated Complaint alleging multiple unfair labor practices against Asarco, LLC, including a charge that the company has failed and refused to negotiate with the unions which represent the company's hourly employees.

This very important development is the result of hard work by union members in reporting supervisor's comments and unilateral changes.

The NLRB complaint spells out how, after our contract expired on June 20, Asarco/Grupo Mexico management repeatedly has acted unilaterally to change working conditions at our facilities without discussing its actions with union representatives. In some cases, the NLRB points out, management did not even notify the unions of the changes.

Although the company has threatened to implement the terms and conditions of its "last, best and final" contract proposal at our facilities on December 1, 2015, our negotiating committee remains dedicated to resolving the outstanding issues through the collective bargaining process.

Please plan to attend all scheduled union meetings, stay in contact with the local union leadership and CAT representatives at your location, and keep an eye out for more information and updates as the process continues.

The unity and solidarity of our membership at all Asarco/Grupo Mexico locations continues to be the source of our strength and power to fight for fairness at the bargaining table. This complaint is a result of your hard work!

We deserve a fair contract now!

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 28

RECEIVED

ASARCO, LLC

and

NOV - 4 2015

USW
LEGAL DEPARTMENT

Case 28-CA-154886
28-CA-155737
28-CA-158199

UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION,
AFL-CIO, CLC

**ORDER CONSOLIDATING CASES, CONSOLIDATED
COMPLAINT AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, **IT IS ORDERED** THAT Case 28-CA-154886, Case 28-CA-155737, and Case 28-CA-158199, which are based on charges filed by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC (the Union) against ASARCO, LLC (Respondent) are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Board's Rules and Regulations, and alleges Respondent has violated the Act as described below.

1. (a) The charge in Case 28-CA-154886 was filed by the Union on June 24, 2015, and a copy was served on Respondent by U.S. mail on June 26, 2015.

(b) The charge in Case 28-CA-155737 was filed by the Union on July 9, 2015, and a copy was served on Respondent by U.S. mail on July 10, 2015.

(c) The charge in Case 28-CA-158199 was filed by the Union on August 17, 2015, and a copy was served on Respondent by U.S. mail on August 18, 2015.

2. (a) At all material times, Respondent has been a limited liability company with offices and places of business in Sahuarita, Arizona (Respondent's Sahuarita facility), Hayden, Arizona (Respondent's Hayden facility), and Ray, Arizona (Respondent's Ray facility) (collectively, Respondent's facilities), and has been engaged in the business of mining, smelting, and refining copper.

(b) During the 12-month period ending June 24, 2015, Respondent in conducting its operations described above in paragraph 2(a), purchased and received at Respondent's facilities goods valued in excess of \$50,000 directly from points outside the State of Arizona.

(c) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3. At all material times, the Union has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondent within the meaning of Section 2(13) of the Act:

Ronnie Ventura	- Chief Supervisor
Anthony Hotchkiss	- Shift Supervisor
John Machado	- Operational Supervisor
Manuel Carrillo	- Manager

5. (a) About March 5, 2015, Respondent, by Ronnie Ventura and Anthony Hotchkiss (Hotchkiss), at Respondent's Sahuarita facility, interrogated its employees about their union activities and the union activities of other employees, including questions about a potential strike.

(b) About June 24, 2015, Respondent, by John Machado, at Respondent's Hayden facility, interrogated its employees about their union activity and the union activities of other employees, including questions about a Union meeting and a potential strike.

(c) About June 25, 2015, Respondent, by Hotchkiss, at Respondent's Sahuarita facility, interrogated its employees about their union activity and the union activities of other employees, including questions about a Union meeting and a potential strike.

6. (a) The following employees of Respondent (the Unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All production and maintenance employees at the Concentrator and Smelter Plants located at Hayden, Arizona (Respondent's Hayden facility) and the Mines Plant located at Ray, Arizona (Respondent's Ray facility).

(b) Since about 2007 and at all material times, Respondent has recognized the Union as the exclusive collective-bargaining representative of the Unit. This recognition has been embodied in successive collective-bargaining agreements, the most recent of which was the Basic Labor Agreement (the Agreement), and the Local Supplemental Agreement (the Supplemental Agreement), both of which were effective from

January 1, 2007, to June 20, 2015, including extension agreements negotiated between Respondent and the Union.

(c) On about June 5, 2015, pursuant to the Agreement and extensions agreements, Respondent and the Union each provided written 15-day notices of termination of the Agreement and the Supplemental Agreement.

(d) The Agreement and the Supplemental Agreement expired on June 20, 2015.

(e) At all material times since January 1, 2007, based on Section 9(a) of the Act, the Union has been the exclusive collective-bargaining representative of the Unit.

(f) About June 29, 2015, Respondent changed the schedules of certain of its employees at Respondent's Hayden facility from 8-hour shifts to 12-hour shifts.

(g) About June 29, 2015, Respondent eliminated the night shift for certain of its employees at Respondent's Hayden facility.

(h) - About July 18, 2015, Respondent conducted a reduction in force in a manner contrary to the Agreement and the Supplemental Agreement at Respondent's Ray facility.

(i) As a result of Respondent's conduct described above in paragraph 6(h), on July 18, 2015, Respondent did not provide six hours of show-up pay to its employee Ruby Darlene Hosea.

(j) The subjects set forth above in paragraphs 6(f) through 6(i) relate to wages, hours, and other terms and conditions of employment of the Unit and are mandatory subjects for the purposes of collective bargaining.

(k) Respondent engaged in the conduct described above in paragraphs 6(f) through 6(j) without prior notice to the Union and without affording the Union an opportunity to bargain with Respondent with respect to this conduct or the effects of this conduct.

7. By the conduct described above in paragraphs 5, Respondent has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act.

8. By the conduct described above in paragraph 6, Respondent has been failing and refusing to bargain collectively with the exclusive collective-bargaining representative of its employees in violation of Section 8(a)(1) and (5) of the Act.

9. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated complaint. The answer must be **received by this office on or before November 13, 2015, or postmarked on or before November 12, 2015.** Respondent should file an original copy of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website

informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on January 12, 2016, at 9:00 a.m.

(local time), at the Hearing Room of the National Labor Relations Board, 2600 North Central Avenue, Suite 1400, Phoenix, Arizona, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to

appear and present testimony regarding the allegations in this consolidated complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated at Phoenix, Arizona, this 30th day of October 2015.


Cornele A. Overstreet, Regional Director

Attachments

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Cases 28-CA-154886
28-CA-155737
28-CA-158199

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements *will not be granted* unless good and sufficient grounds are shown *and* the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in *detail*;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

ASARCO, LLC
Mission Mine
4201 West Pima Mine Road
Sahuarita, AZ 85629

ASARCO, LLC
6094 North Asarco Road
Hayden, AZ 85135

ASARCO, LLC
Ray Mine Complex
27809 North Mineral Creek Road
Kearny, AZ 85137

United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union,
AFL-CIO, CLC
C/O Mariana Padias, Attorney at Law
60 Boulevard of the Allies, Room 807
Pittsburgh, PA 15222-1209

Abby J. Clark, Attorney at Law
Roy G. Davis, Attorney at Law
Richard A. Russo, Attorney at Law
Davis & Campbell L.L.C.
401 Main Street, Suite 1600
Peoria, IL 61602

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered in

evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.