



July 5, 2013

<http://usw.org/asarco>

We are one. We are strong.

| REPORT FROM July 1st & 2nd INFORMATION MEETINGS |

Our membership information meetings were **well attended** with much **positive feedback across all locations**. Many members were able to ask a variety of questions about our contract extension and other issues. One issue that was raised at all the meetings was the **Copper Price Bonus**.

This payment is an **extremely important** part of overall compensation for Asarco union employees and has been **very successful** for Asarco and its employees.

The **Copper Price Bonus** allows union members to **share in part of the company's profits** during times of strong copper prices and **provides the company with cost relief** during times when copper prices decline.

It is a fair program, and **Asarco is wrong to deny any employee the bonus, including new hires**.

Asarco tried to cheat the new hires out of their Copper Price Bonuses, so the unions have objected and taken the dispute to arbitration to make it right. We expect a decision from the arbitrator within the next several months.

That said, the company has put the union on notice that it **intends to propose changes** to the Copper Price Bonus program during these negotiations – though it has **not yet made a specific proposal**. **We will fight hard to maintain and improve the Copper Price Bonus for ALL** union-represented Asarco employees.

We will need your full support to fend off any proposed concessions and win a fair contract.

Main table negotiations with management will resume on Tuesday, July 9.

| IMPORTANT DATES |

July 9th – Main Table Negotiations Resume & T-Shirt Tuesday



FOR MORE INFORMATION
CONTACT USW LOCAL
3657