



Aug. 19, 2013

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

We are one. We are strong.

| ASARCO DEMANDS UNNECESSARY, RADICAL CONTRACT CHANGES |

Negotiations with ASARCO continued last week, and although we have been working almost two months past the expiration of our previous agreement under an extension with a 15-day notice to terminate, **management continues to propose radical, unnecessary changes** to our contract language.

For example, the company continues to push for an unfair **“no-fault” attendance** policy and for **stripping** enhanced protections (above what the law requires) from our **FMLA language**. ASARCO also remains insistent on changing our grievance and arbitration procedure – including the ridiculous proposal that instead of meeting, Step 3 be a unilateral review of evidence by management.

Similarly, the company is still proposing to **eliminate the joint civil rights committee** at each location and change the language around **day pay supervisors** and **leadperson** positions.

We know that there are a wide variety of factors that can and will contribute to the company’s **long-term viability and success**. So far, management’s only ideas to prepare for the future involve **undermining** the very things that make our jobs the kind of jobs we have **fought for so long and so hard to preserve**.

This shortsighted approach does **nothing** to solve the real challenges we face.

Treating workers with **dignity and respect** will not hurt ASARCO, but **ignoring our input now – when it’s needed most – cannot help** the company.

We are scheduled to resume talks **next week**, from Aug. 28th through the 30th.

In the meantime, we will be scheduling a teleconference for our **USW Next Generation** committee of activists and leaders in the coming weeks, so make sure to check in with the local union officers and CAT representatives if you would like more information.

| IMPORTANT DATES |

August 20th – T-Shirt Tuesday

August 27th – T-Shirt Tuesday

August 28th – Negotiations Resume

