



Unity in Copper

United Steelworkers • International Brotherhood of Teamsters • International Brotherhood of Boilermakers
International Brotherhood of Electrical Workers • United Association • United Brotherhood of Carpenters
International Association of Machinists & Aerospace Workers • International Union of Operating Engineers

Sept. 9, 2013

www.usw.org/asarco

We are one. We are strong.

| ASARCO DEMANDS MORE CONCESSIONS |

Talks with ASARCO resumed August 28th. The Company continues to **drag its feet** on relatively minor issues and has now begun **demanding dramatic changes** on issues like **successorship** that will leave workers **vulnerable**.

Successorship is a key protection for workers in case the Company is sold. Without specific language in our contract, a buyer has **no legal obligation** to keep current employees or recognize their existing union after a sale. In most cases, successorship language **requires the buyer to hire current employees, recognize our union** and either **assume our current contract** or **negotiate a new one** by including those obligations as a part of the contract of sale.

Either option helps ensure that we **continue to hold our jobs, wages, benefits and seniority** if a new employer takes over the Company. For example, when the BHP mine in Miami, Ariz. sold to Capstone earlier this year, **strong successorship language preserved our contract, jobs, wages and benefits**.

Comprehensive successorship language is a **critical safeguard** in an uncertain, global economy. When we talk about **“respecting our past”** and **“securing our future,”** preserving this **protection and others** is exactly what we mean.

Without **strong successorship language in our contract**, we could easily be left **out in the cold** after years of dedicated service if the Company decides to sell.

| SOLIDARITY IS ESSENTIAL |

Our **negotiating committee** participated in meetings with members at each location last week to address in detail the Company’s draconian proposals to change the **drug and alcohol policy, probationary period, leaves of absence, insurance for new hires** and other ways the Company is trying to **gut our contract**.

Now that ASARCO has signaled its intention to **make devastating changes to our contract**, it is more important than ever that we all **stay on the same page**.

It’s time for **everyone to get involved** in the contract campaign. Wearing **solidarity T-shirts** and **displaying signs** are a good start, but it’s also important to **regularly talk to your CAT coordinators** to get up-to-date information about negotiations and to find out about upcoming **solidarity actions**. It’s also vital that everyone stays informed by **attending membership meetings** and **visiting the website** (www.usw.org/asarco) regularly.

ASARCO is making these negotiations as difficult as it can. **We need to show management what real solidarity looks like.**

| IMPORTANT DATES |

September 10th – T-Shirt Tuesday

September 17th – Negotiations Resume, Sticker Day, T-Shirt Tuesday



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