



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. 20, 2013

www.usw.org/asarco

We are one. We are strong.

| NEGOTIATIONS UPDATE |

This week, our negotiating committee tentatively resolved several issues with ASARCO management. We reached agreement with the Company on language governing partnership and the workplace-problem solving committee, leaves of absence for employment with the union, overtime lunches, and clothing and tool replacement.

Importantly, **we were able to fight back** against some of the Company's proposed changes and **preserve the status quo** on the issues of leaves of absence for employment with the union and overtime lunch allowances. Further, we agreed to remove the language establishing child care, elder care, and dependent care committees – because those groups never met.

The Company has put forward new language on the civil rights committee to which we will respond after reviewing and discussing the company's proposal internally. We also discussed partnership and reached an agreement on revised partnership language.

The Company did not seek to get rid of the workplace-problem solving committee, but wanted to move the language to a different section of the contract. During bargaining, the Company admitted that the workplace-problem solving committee is an effective way to jointly resolve issues and wants to see the practice continue – admitting in a roundabout way that, even for management, it is good to have a union!

At the same time, our overall progress continues to be slow. While we reached some agreements this week, many major issues (like successorship) remain unresolved. Due to scheduling conflicts, we are not scheduled to meet again with ASARCO management until October 7th-10th. In the meantime, we must continue to show unity and solidarity in the mines, smelter, and refinery.

We encourage everyone to **keep up with our t-shirt Tuesday** schedule, continue displaying our **"Respecting Our Past, Securing Our Future"** signs and wearing the stickers to tell management we need a **"Fair Contract Now!"**

Our CAT coordinators and local union leadership are always the best source for information about negotiations and to find out about upcoming solidarity actions.

It's vital that everyone stays informed by attending all scheduled membership meetings and visiting the website (www.usw.org/asarco) regularly.

| IMPORTANT DATES |

September 24th – T-Shirt Tuesday

October 1st – T-Shirt Tuesday



AFL-CIO-ILW
UNION USW LABEL
3657