



March 31, 2014

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

We are one. We are strong.

| FIGHTING ASARCO/GRUPO MEXICO MANAGEMENT'S UNFAIR DEMANDS |

Although our negotiating committee has not met with Asarco/Grupo Mexico management since our previous update, **we continue to fight against the company's unreasonable demands.** As discussed previously, Asarco/Grupo management wants to dramatically **increase our health insurance costs.** The company is also proposing to **eliminate our insurance coverage when we retire!**

Management continues to insist on other **major economic and contract language changes** that will only **reduce our compensation and make our jobs less secure.** We cannot allow Asarco/Grupo Mexico to take away what we have earned through **years of struggle.** We must continue to resist management's efforts and **fight back together** in solidarity.

| RESPECTING OUR PAST, SECURING OUR FUTURE |

Our negotiating committee firmly believes that **respecting our past** includes educating union members at all Asarco/Grupo Mexico locations about the generations of **union activism and history of bargaining at our facilities.** We will be scheduling **more union history discussions** locally and hope to draw participation from retired members to share their experiences and **join our fight for fairness** at Asarco/Grupo Mexico. It is our best hope for **winning a fair contract** and **securing our future.**

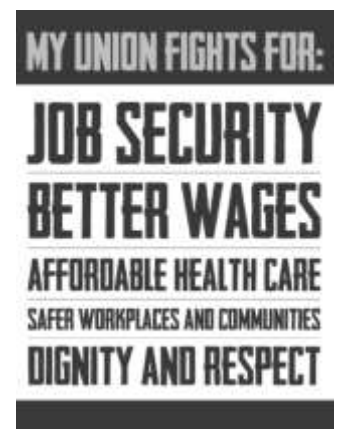
| VISIBLE SUPPORT & SOLIDARITY |

Finally, our committee has ordered new stickers to be shipped to each location. They feature a **strong, positive message** about or fight for a fair contract.

| NEW T-SHIRT/LOGO DESIGN CONTEST |

Our shirts for T-Shirt Tuesdays are getting worn and looking faded! We need new shirts to promote unity amongst all union workers in each Asarco/Grupo Mexico location and would like each facility to submit their best designs to eventually let the members vote on which design best represents our interests. We want strong and simple graphics and language that will show management we are united.

REMEMBER TO ATTEND YOUR REGULAR LOCAL UNION MEETINGS!



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