



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

Dec. 11, 2014

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

We are one. We are strong.

| COPPER PRICE BONUS: ARBITRATOR ORDERS ASARCO TO PAY MILLIONS |

As you know, our unions have been fighting with Asarco/Grupo Mexico management over the company's failure to pay the quarterly **Copper Price Bonus** to workers hired after July 1, 2011. After many months, the arbitrator yesterday issued his decision and award – a **complete victory for all of us!**

In short, the arbitrator agreed with the union that **Asarco management has been wrong** to withhold the bonus from our newer hires and has ordered the company to **pay the bonus to all** of those they improperly excluded.

The expected **multimillion dollar payout** would not be possible without your **continued strength and solidarity** in the face of management's pressure to **unnecessarily and radically** change our contract over the last 18 months of negotiations.

| Rallies Dec. 16th at All Locations – FIGHTING INEQUALITY at Asarco |

The **battle against inequality at Asarco** will continue at the bargaining table next week. With momentum on our side, our negotiating committee will resume face-to-face meetings with management.

This victory in the Copper Price Bonus arbitration is a **major blow** to Asarco/Grupo management's strategy to **divide and conquer** hourly workers. The company created an **artificial division** in our membership by **withholding the bonus** from newer hires and will continue trying to treat workers differently.

The best way to fight these tactics is to attend the rallies on **Tues., Dec 16** and deliver another **strong message** to Asarco/Grupo that we will continue to **stand together** no matter what issues the company tries to use to divide us.

| IMPORTANT REMINDERS |

- Be sure to **attend your regular local union meetings** at all locations!
- Upcoming **T-Shirt Tuesdays** – Dec. 16th, Dec. 23rd & Dec. 30th

