



Nov. 10, 2015

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

We are one. We are strong.

| What you need to know about Asarco's "Last, Best and Final Offer" |

On Thursday, Oct. 29, Asarco/Grupo Mexico alerted the union that they intend to implement their "last, best and final offer" on Dec. 1. As you read in previous updates, the union is challenging the company's claim that we reached an impasse in negotiations. In fact, we have made several positive changes to the "last, best and final offer" since it was initially proposed on May 15, including several changes and additions to improve our benefits plans.

This reckless tactic by the company is intended to bully us into working under an unfair contract. Here are some the key things you need to know about the Asarco's latest "offer:"

- **NO Wage Increases:** There are NO wage increases in the company's offer. We deserve higher wages. It's been far too long, yet the company intends to deny us once again.
- **NO Retiree Health Care:** The company's proposal would mean denying health care benefits to current employees who do not reach retirement eligibility before the end of the new contract. This will affect hundreds of employees and their families. We work hard every day for this company, and we deserve access to quality health care when we retire.
- **NO Copper Price Bonus under \$2.70:** The company aims to increase the floor for the Copper Price Bonus to \$2.70, which would mean that NO copper price bonuses would be issued based on the current price of copper. They have already stolen millions from our families in bonuses owed to new employees. This would take it a step farther by denying future bonuses to all employees when copper is below \$2.70.

It's simply wrong that Asarco/Grupo Mexico refuses to increase our wages while reducing the scale of our Copper Price Bonuses and increasing our health care costs. Be on the lookout for more information about the ways we're fighting back and how you can participate.

Remember to wear your union t-shirt every Tuesday to show your solidarity!



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