



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. 22, 2014

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

We are one. We are strong.

| NEGOTIATIONS CONTINUE: PROGRESS TO REPORT |

Our negotiating committee met with Asarco/Grupo Mexico management in Tucson this week as scheduled on **Thurs., Dec. 18th and Fri., Dec. 19th**. We agreed on several items, including: **FMLA, vacations, overtime, hours of work, management rights and contract coordinators**.

We have made **clear progress**, but we must continue to fight. Some of the issues we'll need to address at the table in 2015 include: **health insurance, pensions, retiree healthcare, the copper price bonus, and wages**.

As always, we depend on the **solidarity and support** of our brothers and sisters at **all locations** to help send the **strong message** to management that we are **united in the fight to end inequality at Asarco/Grupo Mexico**.

| HAPPY HOLIDAYS! |

We thank everyone for their **outstanding efforts** to make our **corporate-wide day of action** at all Asarco/Grupo Mexico locations **on Dec. 16th a huge success**. Our committee **deeply appreciates** everything that our **brothers and sisters and their families** do to support our unions during this long, frustrating process.

We are stronger than ever in our belief that **fairness and justice** will carry the day in these negotiations, and we are **absolutely committed** to standing up for all workers, no matter when or where they were hired.

We hope everyone has a **healthy, joyous, prosperous and safe holiday season** and a **happy New Year**.

Remember – **there is strength in unity!**

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| IMPORTANT REMINDERS |

- Be sure to **attend your regular local union meetings** at all locations!
- Upcoming **T-Shirt Tuesdays –Dec. 23rd, Dec. 30th & Jan. 6th**



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