



April 10, 2015

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

We are one. We are strong.

| FIGHTING FOR ALL WORKERS AT ASARCO/GRUPO MEXICO: TABLE UPDATE |

This week at the bargaining table, Asarco/Grupo Mexico management made some movement on important open issues. Our committee plans to respond accordingly in the next round of negotiations – scheduled to begin on May 4.

However, management continues to propose no wage increases.

Our unions are also continuing to fight for workers hired after July 1, 2011 to be treated the same as the more senior employees.

This includes participation in the copper price bonus and other programs.

We have made progress compared to where we started with this management in negotiations almost two years ago, but we are not there yet and will continue to push forward.

We are proud of the way union members at all Asarco/Grupo Mexico locations are sticking together throughout this struggle, but our continued solidarity is more important than ever as we get closer to reaching an agreement.

Your bargaining committee has done an excellent job with keeping issues that affect members at the forefront of our bargaining demands.

Please make plans to **attend all regularly scheduled union meetings** for all the latest news and information about negotiations.

| Bonus Lawsuit Update | Hearing Postponed

The judge in the case of Asarco management's lawsuit to withhold the Copper Price Bonus payments from employees hired after July 1, 2011 has issued a stay, so there will be no hearing on April 13 in Phoenix.

In short, management should have waited to file its lawsuit until after the arbitrator calculates the total award, including all employees who should have received bonus payments – even if they are no longer employed by the company.

WE DESERVE A FAIR CONTRACT NOW!



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