



**Membership Update – Nov. 27, 2019**

**Unions Deny ASARCO’s False Impasse Claim and Object to Unilateral Implementation of Rejected “Last, Best and Final” Proposal**

ASARCO management has claimed the parties are at a bargaining impasse and that the company will implement the terms of its rejected “last, best and final” contract proposal on December 2.

Our unions have denied the company’s impasse claim and objected to the company’s unilateral implementation of its contract proposal, which was overwhelmingly rejected by the unions’ membership in October.

On Wednesday, Nov. 27, 2019, our unions presented a new, comprehensive proposal to management that addresses many of the company’s concerns.

Our unions also asked for new bargaining dates from the company for December.

We remain committed to the collective bargaining process and view ASARCO’s rush to implement its insulting and unfair demands as representative of management’s overall attitude toward employees.

We cannot and will not be bullied into accepting anything less than the fair contract we have earned and deserve.

**ONE DAY LONGER ONE DAY STRONGER!!!**

