



District 12

Gaylan Z Prescott
District Director

June 16, 2022

Via Email: ssinele@asarco.com

Ms. Stacy Sinele, Director of Human Resources
Asarco, LLC
25,000 W. Avra Valley Road
Marana, AZ 85653

Re: Withdrawal of Recognition and Unilateral Changes

Dear Ms. Sinele:

The Union has received your letter dated June 14, 2022. We are deeply disappointed in the Company's decision, and maintain that a withdrawal of recognition at this time is unlawful and inappropriate. The Union continues to enjoy majority support among bargaining unit employees. And, in any event, the Company's two-plus years of unremedied unfair labor practices, which are now the subject of a Fifth Consolidated Complaint, have tainted any evidence that you may have gathered suggesting a loss of majority status. As such, we urge the Company to reconsider its position. Nonetheless, the Union will be filing new charges with the NLRB promptly.

To the extent that the Company has granted wage increases to bargaining unit employees at Silver Bell, the Union objects to the Company's failure to provide adequate notice and an opportunity to bargain over this change. To be perfectly clear, however, we do not object to the granting of improved wages. Rather, we maintain that all bargaining unit employees deserve fair pay and have earned more substantial wage increases.

Again, we urge the Company to end its unlawful conduct and bargain in good faith with the Union to ensure that bargaining unit employees receive the wages and benefits that they have labored for at each of the ASARCO facilities.

Sincerely,

Gaylan Z. Prescott, District Director
United Steelworkers (USW) District 12