

Congress of the United States
Washington, DC 20515

December 4, 2013

Manuel E. Ramos
President, ASARCO LLC
5285 E. Williams Circle, Suite 2000
Tucson, AZ 85711

Dear Mr. Ramos,

We write to you today to express our deep concerns regarding ASARCO's recent contract offer to its American employees. Given the troubling labor relations history of your parent company, Grupo Mexico – a history that includes violent strikebreaking and the refusal to allow the recovery of miners' bodies after an explosion at its Pasta de Conchos site – we believe it is in our constituents' best interests to question whether this is the right deal for ASARCO's thousands of employees.

As your website says, "ASARCO recognizes and believes that all operations and activities of the Company should be conducted responsibly and in a manner designed to protect the health and safety of its employees, its customers, the public and the environment." We fail to see how reducing employees' pensions and health insurance and weakening their outsourcing protection supports those goals. We also respectfully question the viability of a business model that relies on concessions from hard-working, wage-earning employees without any matching reduction in authority or profit share from upper management. The interests of our constituents are not served by such an arrangement, and we do not believe it is the only way forward for them or ASARCO.

As Members of Congress concerned about labor rights, human rights and a fair economy, and as representatives of constituents who have expressed concern about the issues raised by this incident, we are watching the outcome of these negotiations with great interest. Grupo Mexico's record to date does not inspire confidence. We hope this contract negotiation can be an occasion to prove ASARCO's commitment to fair labor and wage practices and its adherence to United States standards of corporate conduct.

We look forward to hearing from you about ASARCO's willingness to parley with employees in a fair and equitable manner going forward.

Respectfully,

Raúl M. Grijalva

Raúl M. Grijalva
Member of Congress

Tony Cárdenas

Tony Cárdenas
Member of Congress

John Conyers, Jr.

John Conyers, Jr.
Member of Congress

Alan Grayson

Alan Grayson
Member of Congress

Luis G. Guterres

Luis Gutierrez
Member of Congress

Rush Holt

Rush Holt
Member of Congress

Jim McDermott

Jim McDermott
Member of Congress

Grace F. Napolitano

Grace Napolitano
Member of Congress

Ron Barber

Ron Barber

Michael E. Capuano

Michael E. Capuano
Member of Congress

Keith Ellison

Keith Ellison
Member of Congress

Gene Green

Gene Green
Member of Congress

Ruben Hinojosa

Ruben Hinojosa
Member of Congress

Michael M. Honda

Mike Honda
Member of Congress

Eugene Miller

Member of Congress

Eleanor H. Norton

Eleanor Holmes Norton
Member of Congress

Beto O'Rourke.

Beto O'Rourke
Member of Congress

Ed Pastor

Ed Pastor
Member of Congress

Mr Pocan

Mark Pocan
Member of Congress

Charles B. Rangel

Charles B. Rangel

José E. Serrano

José E. Serrano
Member of Congress

Jan Schakowsky

Jan Schakowsky
Member of Congress

Juan Vargas

Juan Vargas
Member of Congress