

AMERICAN SMELTING AND REFINING COMPANY
Tacoma Smelter
Tacoma, Washington

September 25, 1967

Dear ASARCO Employee:

As this strike enters its eleventh week, one fact becomes more and more obvious - the Steelworker "leaders" in Pittsburgh that called the strike appear to have very little interest in ending the strike.

The Company has tried to bargain, the Union isn't interested. The Governors of five States have tried to get the bargaining started, the Union isn't interested. The Federal Mediation and Conciliation Service has tried, the Secretaries of Labor and Commerce have tried, but the result is always the same - the Union isn't interested in bargaining, much less in settling this strike. All other Companies in the industry report the same lack of progress and the same attitude on the part of the Unions involved. The only Union aim seems to be Company-wide and Industry-wide bargaining, not the important bread and butter issues. The end result of this master plan, which is far removed from you as an employee or our own Plant, is the elimination of your voice in the matter.

How much longer will you and your family pay for the ambitions of the "leaders" from Pittsburgh? It has already cost each and every one of you more than a thousand dollars in lost wages alone - with no end in sight. I recommend you take a hard look at this strike situation as individuals, who should have some say in the matter rather than be herded around like a lot of sheep by an International Union whose aims may not necessarily be yours. Our employees in Montreal, also represented by the Steelworkers, got tired of paying - and did something about it. They bargained a satisfactory settlement and returned to work - without worrying about Pittsburgh "goals" for the open-pit Copper mines. Employees of other Plants of other Companies have done the same - they are working while you're on strike.

Isn't it about time you told your Pittsburgh "leaders" to start bargaining and end this pointless strike? I assure you the Company is ready whenever you are.

Very truly yours,

RE Shinkoskey

R. E. SHINKOSKEY

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