

AMERICAN SMELTING AND REFINING COMPANY

Tacoma Smelter
Tacoma, Washington

July 27, 1967

Dear ASARCO Employees:

Omaha employees have been on strike almost a month. The rest of you for almost two weeks, and I believe you are entitled to know the real reason for this hardship. You are on strike primarily because the International Union has no intention of bargaining on the issues of interest to you until the Company agrees to company-wide, or even industry-wide, negotiations.

The Union would have you believe that the Company is stalling, refusing to respond to its demands--but nothing could be further from the truth. As a matter of fact, we have never received any demands from the Union on the real issues of concern to us all--wages, vacations, health and welfare, etc.--other than the general statement of policy "goals" that was put together last March to cover the entire copper industry, not ASARCO or its employees.

ASARCO tried to start bargaining two months ago. As I told you in my letter of June 2, 1967, the Union's first roadblock was a greatly expanded "National" bargaining committee, which ASARCO objected to, and continues to object to. Because we sincerely feel that company-wide bargaining is contrary to yours and your employer's best interests. In Albuquerque on June 24 the Union finally signed an agreement with ASARCO supposedly to limit bargaining to the 12 plants originally in the council. This agreement would also apply any settlement we reach only to the same 12 plants. Since June 24 the Union has ignored the intent of this agreement and continues to try to bargain on a company-wide basis.

The second roadblock has been the Union's refusal to give us any counter-proposal or reduce its "goals" at all. All other companies in our industry have the same report. Two months ago ASARCO made a substantial opening offer--the first in the entire non-ferrous industry. The Union rejected this without any regard for its merits and called it "cheap" and "insulting" even though it exceeded the settlement for the period 1964-1967. Thereafter ASARCO said that an improved offer would be made if the Union made a counterproposal, which would give us some hint of what it actually had in mind--other than the "goals", which include everything but the kitchen sink.

It's a little hard to bargain when you don't know what the other guy really wants, and you must admit it's also impossible for one party to do all the "giving". Further, it is very unusual for a Union to call a strike after 2-1/2 months of meetings without ever having made a counterproposal, and I think you should ask your representatives what this is all about. Certainly ASARCO can't be expected to do all the "giving" in the "give and take" of bargaining.

Another meeting is scheduled for July 31--supposedly for the 12 plants of the council and supposedly to start bargaining. However, it is safe to predict that once again--as in the last four meetings--nothing will happen unless the Union is ready to present a realistic proposal in the spirit of "give and take" bargaining.

Very truly yours,

RE Shinkoskey

R. E. SHINKOSKEY

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