



Germán Larrea Mota-Velasco, CEO
Manuel Ramos, COO & President
Oscar Gonzalez Barron, CFO & Vice President
ASARCO LLC
5285 E Williams Circle, Suite 2000
Tucson, AZ 85711-7711 USA

Dear ASARCO leadership,

I am writing to voice my unwavering support for the nearly 1,800 ASARCO workers on strike for fair wages, benefits, and working conditions. I stand in solidarity with my brothers and sisters at USW Local 937, Teamsters Local 104, and workers from all of the unions on strike in demanding that ASARCO negotiate in good faith and agree to a fair contract.

I have been to the picket lines at Silver Bell and Mission Mines on several occasions and have seen the resiliency of the striking workers firsthand. These brave men and women have been on the picket line for more than 100 days in solidarity with their fellow workers. With each passing day, their strength continues to grow.

ASARCO has fallen short of its obligations to its employees. According to the latest financial reports of ASARCO's parent company, Grupo Mexico, the company's Americas mining division brought in over \$207 million in net income in the third quarter of 2019 alone, with a 10% (and growing) profit margin. Your CEO, Germán Larrea Mota-Velasco has a net worth of more than \$17 billion. Yet the company has failed to increase wages since 2009, and its "best and final" offer would have frozen the existing pension plan, as well as more than doubled the out-of-pocket contribution workers already pay for health care. This is wrong, immoral, and unacceptable.

ASARCO's unwillingness to negotiate a fair deal for its employees has been harmful to the economy of the Tucson region. Approximately 750 employees in the Tucson region have been impacted by the ongoing strike and have felt the economic strain the strike has put on them and their families. As Mayor, I can tell you that the City of Tucson stands behind them 100%, and our community will continue to rally around them for as long as needed.

All workers deserve fair, living wages with good benefits. As Mayor of Tucson, I call on the leadership of ASARCO/Grupo Mexico to end its corporate greed and strike a deal that provides its employees with the wages and benefits they deserve.

A handwritten signature in black ink, appearing to read "Regina Romero", is written over the typed name and title.

Regina Romero
Mayor, City of Tucson