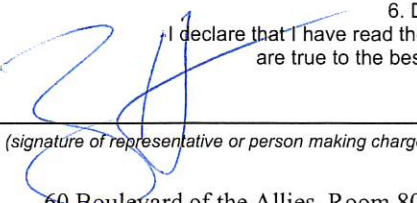


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer ASARCO, LLC	b. Tel. No. 520-879-7818
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1365 Pima Mine Road Sahuarita, Arizona 85629	e. Employer Representative Stacy Sinele Director, Human Resources
	g. e-mail ssinele@assarco.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Mine and smelter	j. Identify principal product or service Copper
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about June 14, 2022, the Employer has refused to bargain in good faith by withdrawing recognition of the Union at the Silver Bell facility without untainted, objective evidence that the Union lacked majority support. Since about June 14, 2022, the Employer has refused to bargain in good by unilaterally changing wages for bargaining unit employees at the Silver Bell facility without providing the Union with notice or opportunity to bargain. Since about June 14, 2022, the above-named Employer has discriminated against employees by granting wage increases to some employees, while denying wage increases for others, in order to discourage membership in the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	
4a. Address (Street and number, city, state, and ZIP code) 60 Boulevard of the Allies, Room 807 Pittsburgh, Pennsylvania 15222	4b. Tel. No. 412-562-1679
	4c. Cell No. 315-560-5660
	4d. Fax No.
	4e. e-mail zhebert@usw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 <hr/> <i>(signature of representative or person making charge)</i>	Zachary Hebert, Assistant General Counsel <hr/> <i>(Print/type name and title or office, if any)</i>
60 Boulevard of the Allies, Room 807 Address Pittsburgh, Pennsylvania 15222	Tel. No. 412-562-1679
	Office, if any, Cell No. 315-560-5660
	Fax No.
Date Jun 16, 2022	e-mail zhebert@usw.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.