



It's 'crunch time' for Rio Tinto officials:

Our plan to win a good contract will continue until and *after* Nov. 4th

It's just 24 hours until our contract expires. While all of us are stronger and more united than ever, things aren't going as well for the officials at Rio Tinto/U.S. Borax.

- The company's extreme contract demands, designed to wreck our jobs and destroy our union, are going nowhere. They thought we'd cave. They were wrong.
- They thought we'd be scared and intimidated by the "shock and awe" of last week's invasion by union-busters. But their Halloween costume party was more of a joke.
- The company thought they could use "divide and conquer" against us by pitting older workers against younger, new against old, and current employees against future hires.

Instead of defeating us, their tactics have made us more united to fight for a fair contract.

Meanwhile, details about Rio Tinto's super-profits, mismanagement, and optimistic view of the future were revealed in the *Wall Street Journal* (10/31/09):

- ✓ The company has \$12.2 billion in liquidity and a stunning \$2.7 billion in cash reserves!
- ✓ "Rio Tinto has fallen behind bigger competitors" due to "debt, missteps, ...and charges of corporate espionage..."
- ✓ RT's CEO Tom Albanese told the paper: "We are shifting to growth mode. Based on the economy where it stands, the outlook for 2010 and beyond is more robust than we assumed six months ago."



Important information:

When our contract expires on Wednesday at 12 noon, keep working and follow the rules. If you have any questions, call or visit the union hall for help and information. Wear your sticker, stand strong, and come to the hall at 4pm to make important decisions.

Wednesday, Nov. 4th, 4pm: Contract update and action meeting. Come to the Union Hall. All members are encouraged to attend.

