

Happy Halloween from U.S. Borax!



Those executives at Rio Tinto/U.S. Borax have a real sense of humor!

They tried to scare us on Thursday by hiring vanloads of unemployed people to dress-up in funny costumes. They had someone make videos and even hired a stunt pilot to fly his helicopter over the mine. They did all this to show us how much they care.



And when Rio Tinto wants to throw a party for us, the sky's the limit, because they're making *tons* of money: \$3.7 billion in profit last year, and another \$2.5 billion in the past six months, so they're ready to *P-A-R-T-Y!!!*



We weren't fooled then & we aren't scared now.

Trying to scare us and treat us like little kids may have seemed like a good idea to somebody up in corporate, but none of us were fooled by yesterday's show. We know this is a game that anti-union companies play to intimidate and provoke workers.

We're a lot smarter than the company thinks we are, which is one reason why Rio Tinto is in such a mess. Instead of fighting with us, they should be working *with* us, solving problems together, and getting serious about a fair contract.

How we can play – and win!

- ✓ Keep cool - don't be provoked into fights, arguments, profanity, or insubordination. They're hoping to make us emotional and react, so they can videotape it and use it against us in court.
- ✓ Don't be tricked. If they ask you to do something stupid, like train a scab to do your job, don't refuse. Document it now; we'll take action later. And remember, good training takes time.
- ✓ Don't be fooled by the company's "strike preparation" routine. We're the ones – all of us – who will decide if and when things happen, and our plan isn't something they can prepare for.

