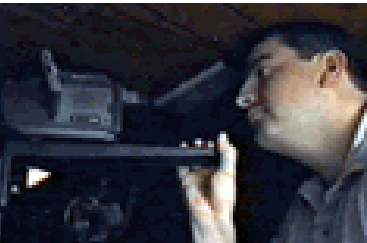


Happy Halloween from U.S. Borax!



Those executives at Rio Tinto/U.S. Borax have got 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 a guy making videos and even hired a stunt pilot to fly his helicopter over the mine. They did all this because they really care about us.



And when Rio Tinto wants to throw a party, the sky's the limit, because they made \$3.7 billion in profits last year, and took in another \$2.5 billion over 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 nobody here was fooled by yesterday's show. We know it's 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 Rio Tinto is in such a mess. Instead of fighting with us, it would be a lot smarter for them to work *with* us, solve problems, and reach a fair contract.

How to play the game – and win!

- ✓ Don't be provoked into fights, arguments, profanity, or insubordination. They're hoping to make us emotional and react, then tape it and use it against us in court. Keep cool.
- ✓ If they ask you to do something stupid, just do it, document it, and grieve it or take action later. They may even ask you to train some idiot to try and do your job, but quality 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.

