

Rio Tinto has locked-out 600 workers and their families from jobs in Boron CA in order to impose a new contract that destroys good jobs & legal rights.

Rio Tinto has locked-out six hundred workers at its facility in Boron, California, and won't let them back to work unless employees agree to all of the company's contract demands, which would set workers back 50 years and take away cherished Constitutional rights enjoyed by all Americans. Here are just 10 examples of what Rio Tinto is demanding in their lockout document:

1. The power to convert full-time jobs, whenever management wants, into part-time positions with few or no benefits. (*Lockout Ultimatum Art. II, § 6*)
2. Authority to reduce employee pay, any time the company wants, regardless of the contract wage rates and without any right of workers to file a grievance. (*Lockout Ultimatum Art. II, § 6; Art. VI, § 1; Art. VI, § 10*)
3. The ability to outsource all jobs, any time it wants, to contractors and temp agencies that pay low wages and provide few or no benefits, without any right to file a worker grievance. (*Lockout Ultimatum Art. II, § 6; Art. XV*)
4. The requirement that, if Rio Tinto violates any state or federal labor laws, which it already has done, workers would pay for the company's legal penalties, fines, damages and even attorney fees. (*Lockout Ultimatum Art. II, § 1; Art. II, § 2*)
5. The unlawful discrimination against military personnel by denying them seniority credit for military service unless they've worked at least one year with the company and served in the Armed Forces for less than four years, which constitutes a violation of federal law (USERRA). (*Lockout Ultimatum Art. XI, § 7*)
6. The removal of scores of workers from the union contract and power to declare entire sections of the plant to be "non-union" areas where employees could be fired at any time, for any reason, or for no reason at all. (*Lockout Ultimatum Art. I, § 2; Art. II, § 6; Art. V, § 3*)
7. The ability at any time to change shifts, hours and work assignments, and impose mandatory overtime, with no scheduled days-off or regular shifts, making life impossible for families. (*Lockout Ultimatum Art. II, § 6; Art. VII, § 2*)

8. The requirement that workers give up their Constitutional and legal right as Americans to go to court if this foreign-owned company discriminates based on race, sex, age, disability, military status or religion, or if it violates any other state or federal laws, including the U.S. Civil Rights Act, FMLA, ADA, ERISA, FLSA. Under the Rio Tinto lockout contract, all legal rights would be transferred from American courts to a private arbitrator, which the company gets to pick in at least half the cases. (*Lockout Ultimatum Art. V, § 4(e)(1)&(2); Art. V, § 5*)
9. Authority to eliminate long-term disability coverage for any new employee, which protects workers - and provides economic security to families - when an employee is injured and can't work. (*Lockout Ultimatum Art. XVI, § 7*)
10. The drastic reduction of retirement benefits for current employees, and the total elimination of pension benefits for new employees who would only get a small 401(k) contribution. (*Lockout Ultimatum Art. XVII & Appendix "A"*)

Rio Tinto refuses to let 600 Boron employees back to work unless workers agree to accept all of these outrageous demands – and many more. Meanwhile, Rio Tinto continues to earn billions of dollars in profits while the Boron families suffer.

We're taking a stand against corporate greed. We believe what's happening to families in Boron is wrong. It's time for big corporations – especially big foreign-owned companies like Rio Tinto – to start treating America's working families with more respect and decency. That's why families are drawing the line in Boron.