

The United States requests, pursuant to Article 31-A.4.2 of the United States-Mexico-Canada Agreement (USMCA), that Mexico conduct a review of whether a Denial of Rights is occurring to workers at the Grupo Yazaki, S.A. de C.V. (Grupo Yazaki) facility in León, Guanajuato, Mexico (the Facility). As defined in USMCA Article 31-A.2, a Denial of Rights occurs when workers are being denied the right of free association and collective bargaining under laws necessary to fulfill a Party's obligations under the USMCA.

The United States is concerned that employees at the Facility are being denied the right of free association and collective bargaining as a result of union representatives from the "Miguel Trujillo López"<sup>1</sup> union spreading false or misleading information to workers about a scheduled collective bargaining agreement (CBA) legitimization vote, including about the purpose of the vote and impact of the vote on workers' existing salaries and employment benefits.

The actions, statements, and omissions encompassed by this review include those of any person or entity, including Grupo Yazaki and the Miguel Trujillo López union, and any of their employees, representatives, or agents.

If Mexico were to determine that there is a Denial of Rights, the United States further requests, pursuant to USMCA Article 31-A.4.2, that Mexico attempt to remediate within 45 days of this request.

We look forward to receiving Mexico's notification of whether it intends to conduct the requested review.<sup>2</sup>

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<sup>1</sup> The incumbent union at the facility is the *Sindicato Nacional de Trabajadores de la Industria Metal-Mecánica, Sidero-Metalúrgica, Automotriz y Proveedoras de Autopartes en General, de la Energía, Sus Derivados y Similares de la República Mexicana*, "Miguel Trujillo López."

<sup>2</sup> USMCA Article 31-A.4.2 ("The respondent Party shall have 10 days to notify the complainant Party as to whether it intends to conduct a review.").